



AIBA COMPLIANCE POLICY

1. INTRODUCTION

- 1.1 AIBA understands its responsibility for taking care of image and reputation of the Olympic boxing family worldwide. Contacts and relations with unreliable counterparties may have serious consequences both for AIBA and for the entire Olympic boxing family. Therefore, AIBA shall be careful when entering or willing to enter into any agreement or preliminary agreement in any form with a person or entity.
- 1.2 This Compliance Policy (the “**Policy**”) is developed and approved with the purpose to decrease financial, legal and reputation risks of AIBA within cooperation with any person and entities, including sponsors, partners, contractors, services providers, consultants, agents etc. (the “**Counterparty**”).

2. COMPLIANCE PROCEDURES

- 2.1 The AIBA Head Office in general and the Secretary General in person shall be responsible to ensure compliance procedures (the “**Compliance Procedures**”) before entering into any agreement or preliminary agreement with the Counterparty. In case of absence of the Secretary General or if he or she unable or unwilling to exercise his or her powers for whatever reason, the President shall appoint other member of the AIBA Head Office to be responsible on a temporary basis for the powers and obligations of the Secretary General in respect of the compliance procedures specified hereto.
- 2.2 The Compliance Procedures shall consist of AIBA financial, legal and reputation risk evaluation in respect of entering into any agreement or



preliminary agreement with the relevant Counterparty. When AIBA announces a public or closed tender, any of its participant shall be a subject to the Compliance Procedures before a tender winner is announced.

2.3 Within the Compliance Procedures:

- (i) financial risks shall be evaluated by finance team, which includes the Chief Financial Officer and the Finance Adviser (the “**Finance Team**”);
- (ii) legal risks shall be evaluated by legal team, which includes the Legal Counsel and outsource legal advisers (the “**Legal Team**”);
- (iii) reputation risks shall be evaluated by communications team, which includes the Communication Adviser for AIBA President and the Communication Department (the “**Communications Team**”).

2.4 Financial risk management shall include the following assessment:

- (i) previous relations with the Counterparty;
- (ii) financial stability of the Counterparty;
- (iii) taxation risks;
- (iv) value of financial offer and comfortability of payment schedule;
- (v) other significant risks of financial nature;

2.5 Legal risk management shall include the following assessment:

- (i) legal obstacles and restrictions (sanctions applied by the Governments and international federations, insolvency procedure etc.);
- (ii) disciplinary sanctions imposed on the Counterparty or its owners and/or officials by AIBA and IOC;
- (iii) contractual risks;



(iv) other significant risks of legal nature.

2.6 Reputation risk management shall include the following assessment:

- (i) negative and positive information about the Counterparty, its owners and/or officials in mass media;
- (ii) general attitude to the Counterparty, its owners and/or officials within the boxing family;
- (iii) statements of the parties and other information in mass media related to precontractual negotiations;
- (iv) other significant risks of reputation nature.

2.7 The Secretary General shall commence an evaluation of each Counterparty and appoint a responsible person from Finance, Legal and Communication Teams who, along with the Secretary General, shall constitute compliance evaluation group (the “**Compliance Evaluation Group**”). This evaluation shall be completed within 10 days, unless the Secretary General does not request an expedited evaluation.

2.8 The members of the Compliance Evaluation Group shall examine public available information and documentation, as well as information and documentation provided by the Counterparty or otherwise available to AIBA. The AIBA Head Office shall be responsible for requesting necessary information and documentation from the Counterparty.

2.9 The members of the Compliance Evaluation Group shall keep strictly confidential any information which they receive within the Counterparty. In case a Compliance Evaluation Group member is not bound by the confidentiality obligations based on his or her contract, AIBA shall request to sign non-disclosure agreement with this member.



- 2.10 In result of evaluation the Compliance Evaluation Group shall prepare compliance evaluation report (the “**Compliance Evaluation Reports**”), which shall be submitted to the President.
- 2.11 A decision whether to enter into an agreement or preliminary agreement with the relevant Counterparty shall be based on the Compliance Evaluation Group conclusion specified in the Compliance Evaluation Report:
- (i) conclusion of “low level risk” means that AIBA may enter into an agreement or preliminary agreement with the relevant Counterparty;
 - (ii) conclusion of “medium level risk” means that AIBA may enter into an agreement or preliminary agreement with the relevant Counterparty after the deal is approved by the Board;
 - (iii) conclusion of “high level risk” means that AIBA should refrain from entering into an agreement or preliminary agreement with the relevant Counterparty.

3. FINAL PROVISIONS

- 3.1 This Policy is approved by the Board on March 19th, 2021 and comes into force on this date.
- 3.2 Any amendment to this Policy shall be approved by the Board.



Compliance Evaluation Reports Form

Counterparty	
Agreement title	

1. Financial risks

Previous relations with the Counterparty	
Financial stability of the Counterparty	
Taxation risks	
Value of financial offer and comfortability of payment schedule	
Other significant risks of financial nature	
Finance team conclusion	
Place/Date Name/Title/Signature	

2. Legal risks

Legal obstacles and restrictions (sanctions applied by the Governments and international federations, insolvency procedure etc.)	
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Disciplinary sanctions imposed on the Counterparty or its owners and/ or officials by AIBA and IOC	
Contractual risks	
Other significant risks of legal nature	
Legal team conclusion	
Place/Date Name/Title/Signature	

3. Reputation risks	
Negative and positive information about the Counterparty, its owners and/or officials in mass media	<u>Negative information:</u> <u>Positive information:</u>
General attitude to the Counterparty, its owners and/or officials within the boxing family	
Statements of the parties and other information in mass media related to precontractual negotiations	
Other significant risks of reputation nature	



Communication team conclusion	
Place/Date Name/Title/Signature	

Conclusion	Comments
<u>Level risk</u> (low / medium / high)	
Place/Date Name/Title/Signature	