



AIBA CODE OF ETHICS

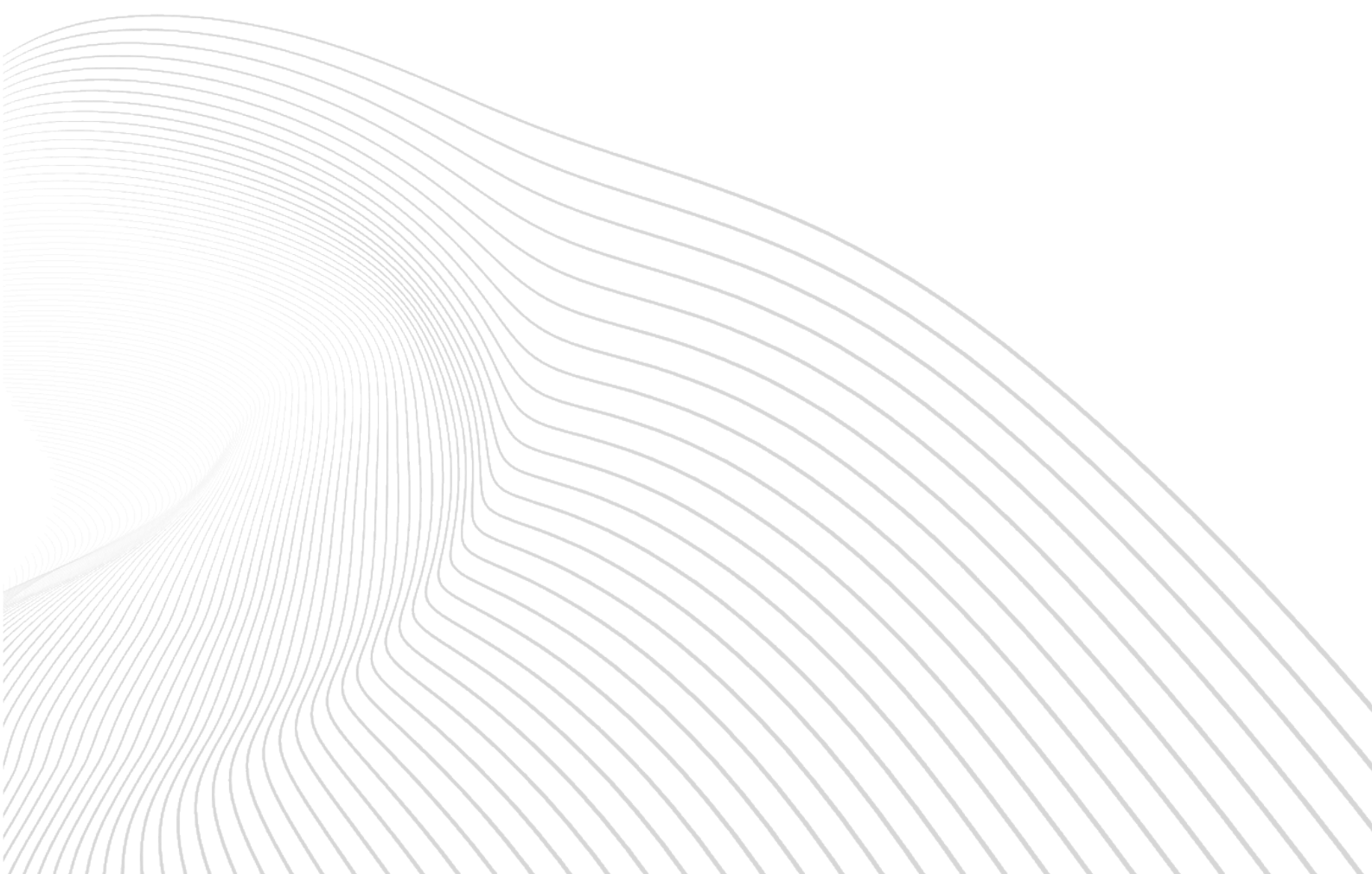


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PREAMBLE

AIBA is responsible to save the integrity and reputation of boxing at international level. AIBA is striving to protect the image and reputation of boxing from any risk or harm in result of illegal, immoral or unethical conduct. For this purpose, this Code defines the rules of conduct mandatory within AIBA and boxing community in general. The conduct of persons covered by this Code shall reflect the fact that they support the principles and objectives of AIBA and refrain from anything that could be harmful to these principles and objectives.

INTERPRETATION

1.1 Capitalized terms used in this Code shall have the meaning ascribed to them in the Constitution.

1.2 The following terms – used in this Code only – have the meanings ascribed to them in this article:

“**AIBA Ethical Principles**” shall have the meaning provided for in article 4.1 (a) of this Code;

“**Anti-harassment Policy**” means the AIBA Anti-harassment Policy;

“**Coach**” means any individual who organises, supervises and/or conducts the training of Boxers in order for them to reach their best potential;

“**Code**” means this AIBA Code of Ethics;

“**Constitution**” means the AIBA Constitution adopted on December 13, 2020, together with all subsequent amendments;

“**Conflict of Interest Policy**” means the AIBA Conflict of Interest Policy;

“**Disciplinary Code**” means the AIBA Disciplinary Code;

“**Integrity Officer**” means a person appointed by the Board to investigate and prosecute

before the Ethics Committee and/or the Disciplinary Committee any breach of AIBA Regulations (including the rules of conduct defined under section 4);

“**Manager**” means a person who provides career assisting services to a Boxer and who is recognized in this status within the jurisdiction of National Federation by means of licensing, contract etc.;

“**Promoter**” means a person who is responsible for staging of Competitions and who is recognized in this status within the jurisdiction of National Federation by means of licensing, contract etc.

1.3 In this Code, unless otherwise specified:

- a) references to articles are references to articles in this Code;
- b) unless otherwise specified below references to a “person” shall be construed so as to include any individual, firm, company, corporation, body corporate, government, state, or agency of a state, local or municipal authority or government body or any joint venture, association, federation, confederation or partnership (whether or not having separate legal personality);
- c) a reference to any of the regulations, or to any provision or provisions in a regulation, shall be construed, unless the context otherwise requires, as including a reference to any amendment or replacement made to the same from time to time; and
- d) in the event of any inconsistency between this Code and the Constitution, the Constitution shall prevail.

1.4 All headings and titles in this Code have been inserted for ease of reference only and may not be considered as an aid to its interpretation.

SECTION 1 – SCOPE OF APPLICATION

1 Applicability

1.1 This Code shall apply to any conduct specified in this Code and connected to the boxing ring that damages the integrity and reputation of boxing and in particular to illegal, immoral and unethical behavior of the persons covered under article 2 of this Code.

1.2 The present Code shall be duly incorporated within their respective applicable regulations

by the Confederations and National Federations.

2 Persons bound by this Code

- 2.1 This Code shall apply to all Officials (including Competition Officials), Boxers, Coaches, Managers, Promoters, other persons elected, appointed, contracted or accredited by AIBA, the Confederation or National Federation. This Code shall also apply to any candidate who applied for a position of the Official at AIBA, Confederation or National Federation.
- 2.2 The Ethics Committee is entitled to investigate and judge the conduct of persons who were bound by this or previously applicable Code at the time the relevant conduct occurred, regardless of whether the person remains bound by the Code at the time proceedings commence or any time thereafter.
- 2.3 All persons elected, appointed, contracted or accredited to each National Federation or Confederation shall be bound by this Code and shall be bound to comply with any decision to be issued by the Ethics Committee.

3 Applicability in Time

This Code applies to conduct whenever it occurred. An individual may be sanctioned for a breach of this Code only if the relevant conduct contravened the Code applicable at the time it occurred. The sanction may not exceed the maximum sanction available under the then-applicable Code.

SECTION 2 – ETHICS COMMITTEE

4 Role of the Ethics Committee

- 4.1 The role of the Ethics Committee shall be to:
 - (a) assist AIBA in developing and reviewing a framework of ethical principles based on those to be found in the Olympic Charter (the “**AIBA Ethical Principles**”);
 - (b) to provide advice and other assistance to AIBA’s organs of governance and to AIBA’s committees with a view to ensuring that the AIBA Ethical Principles are applied in practice as intended;
 - (c) investigate any matters which it perceives may infringe the AIBA Ethical Principles — either on its own motion or upon referral by the Board or another body within AIBA — and issue the necessary decisions as provided for under article 9 below;

- (d) assist AIBA in identifying and resolving any conflicts of interest within AIBA based on the AIBA Conflict of Interest Policy to be accepted by the Board;
 - (e) perform the tasks required of it by article 26.2 of the Constitution; and
 - (f) perform such duties as may be required by articles 27.1 to 27.3 of the Constitution.
- 4.2 The Ethics Committee shall determine whether or not each candidate for election to office on the Board satisfies the eligibility criteria contained in articles 26.1 and 26.2 of the Constitution and shall provide its determination to the AIBA Head Office.
- 4.3 The Ethics Committee may have other responsibilities in accordance with the Constitution, Regulations and/ or decisions of the Congress and/or of the Board.

5 Composition of the Ethics Committee

- 5.1 The Ethics Committee shall consist of the Chairperson and other members appointed in accordance with the Constitution. Requirements to the members of the Ethics Committee are established by the Constitution, including articles 36.6 and 36.7 of the Constitution.
- 5.2 The Chairperson of the Ethics Committee shall:
- (a) with the assistance of the AIBA Head Office, take all steps which may be necessary in preparation for meetings of the Ethics Committee;
 - (b) chair the meetings of the Ethics Committee, save as provided by article 5.3;
 - (c) lead the discussion and ensure a smooth running of the meetings of the Ethics Committee;
 - (d) sign decisions and other documents on behalf of the Ethics Committee;
 - (e) inform the members of the Ethics Committee about any special matter that falls within the scope of the Ethics Committee's role; and
 - (f) act as spokesperson and report to the Board and the Congress on the activities of the Committee;
 - (g) fulfil other duties according to the Constitution or the Regulations.
- 5.3 In the event that the Chairperson of the Ethics Committee cannot perform his or her duties, the members of the Ethics Committee shall appoint an acting Chairperson from amongst their own number. An acting Chairperson of the meeting shall then exercise the duties referred to in article 5.2.

5.4 The Ethics Committee shall be assisted by a secretary designated by the AIBA Head Office.

6 Meetings of the Ethics Committee

6.1 The Ethics Committee shall meet whenever necessary.

6.2 The Ethics Committee meetings may be conducted in person, or by means of telecommunications. A telecommunications meeting may be held by telephone or by audio-visual link.

6.3 A quorum for a meeting of the Ethics Committee shall be constituted by the attendance at such meeting of not less than half plus one of the members. Members of the Ethics Committee must attend its meetings in person; accompanying persons or substitutes are not admitted to such meetings.

6.4 All members of the Ethics Committee shall be entitled to vote on all matters put to a vote at meetings; save only that any member of the Ethics Committee with a conflict of interest regarding such matter shall not be entitled to vote on the same.

6.5 The deliberations of meetings of the Ethics Committee shall be and remain confidential.

6.6 The operative part of any decision taken by the Ethics Committee shall be published at the AIBA official website. The Ethics Committee may decide to publish any decision taken by it with grounds, subject to any redaction it deems appropriate.

6.7 Decisions of the Ethics Committee shall be taken by majority votes of those present at the meetings. In the event of a tied vote, the Chairperson shall have the casting vote.

7 Official Language

7.1 English shall be the official working language of the Ethics Committee.

7.2 All members of the Ethics Committee shall have a good command of the English language.

8 Indemnification and Expenses

8.1 Members of the Ethics Committee shall be indemnified by AIBA in relation to any claim by any third party deriving from the carrying out of their duties as members of the Ethics Committee.

8.2 Members of Ethics Committee serve as volunteers. The AIBA Financial Guidelines shall apply regarding travel and accommodation costs as well as to a *per diem* allowance to cover their other costs.

8.3 The Board may decide to pay additional monies to members of the Ethics Committee, or to allocate a budget to the Ethics Committee, in cases of exceptional work or workload required of such members.

9 Jurisdiction of the Ethics Committee to issue decisions

9.1 The Ethics Committee has jurisdiction to impose sanctions for any breach of the rules of conduct defined under section 4 of this Code.

9.2 The Chairperson of the Ethics Committee may take decisions alone:

- (a) in case of urgent case;
- (b) for ratifying the plea agreement entered into between an accused person and the Integrity Officer;
- (c) pronounce, alter and annul provisional sanction.

9.3 Where a breach of the rules of conduct defined under section 4 of this Code affects a single Confederation or a single National Federation, the relevant judicial body of such Confederation or National Federation shall have a jurisdiction over this breach. The Ethics Committee shall have jurisdiction over such cases when it has not been investigated and judged, and/or cannot be expected to be investigated and judged, by the relevant judicial bodies of the Confederation or National Federation concerned. In particular, should no proper proceedings be taken at the level of a Confederation or National Federation within three months as from when the matter became known to AIBA, the Ethics Committee shall be entitled to consider the respective matter.

10 Procedural Rules

Proceedings before the Ethics Committee shall be conducted in accordance with Procedural Rules approved by the Board.

SECTION 3 – SANCTIONS

11 Basis for Sanctions

11.1 The Ethics Committee may pronounce the sanctions described in this Code.

11.2 Unless otherwise specified, breaches of this Code shall be subject to the sanctions set forth in this Code, whether acts of commission or omissions, whether they have been committed deliberately or negligently, whether or not the breach constitutes an act or attempted act,

and whether the parties acted as principal, accomplice or instigator.

12 Type of Sanctions

12.1 Breaches the rules of conduct defined under section 4 of this Code by persons bound by this Code are punishable by one or more of the following sanctions:

- (a) warning;
- (b) fine;
- (c) cancellation of the result of a bout;
- (d) deprivation of a title/ return of an award;
- (e) suspension of an Official, Boxer, Coach, Manager or Promoter for a defined period;
- (f) suspension or permanent ban from the exercise of certain boxing activities (including administrative and executive functions);
- (g) suspension or permanent ban from on taking part in all boxing activities (including administrative and executive functions);
- (h) ban from competition venue.

12.3 Fines due under this Code shall be up to CHF 50.000 and shall be fixed upon discretion of the Ethics Committee.

12.4 The duration of any sanction specified in article 12.1 (lit. e – h) shall be up to a maximum of 4 (four) years for a first offence, upon discretion of the Ethics Committee, unless exceptional circumstances allow for a sanction of a longer duration, including possibly a lifetime sanction.

13 Provisional Sanctions

13.1 At any time during an investigation, the Chairperson of the Ethics Committee upon motivated request of the Integrity Officer may apply provisional sanctions in order to ensure that investigation proceedings are not interfered with or when a breach of this Code *prima facie* appears to have been committed and a decision on the merits of the case may not be taken early enough, but the integrity of sport requires application of provisional sanction.

13.2 Provisional sanctions may be valid for a maximum of ninety (90) days. The duration of provisional sanctions shall be taken into account in the final decision.

13.3 Decision on application of the provisional sanctions shall be provided to the interested party

in written form with grounds.

- 13.4 The interested party may file an appeal against the provisional sanctions to the Court of Arbitration for Sport (CAS) within thirty (30) days of the notification of the provisional sanctions.

14 Suspension of Sanctions and Probationary Period

- 14.1 Upon request from the relevant party, the Ethics Committee may decide to suspend the sanction specified in article 12.1 (lit. e – h) of this Code, in full or in part. The probationary period shall be from one to five years.
- 14.2 If the person benefiting from a suspended sanction commits any other breach of this Code or of the Disciplinary Code or of any other AIBA Regulation during the probationary period, the suspension shall automatically be revoked and the original sanction fully applied and added to the sanction imposed for the new breach.

15 Determining the sanctions

- 15.1 When imposing a sanction, the Ethics Committee shall take into account all relevant facts in the case, including the nature of the offence; the substantial interest in deterring similar misconduct; the offender's assistance to and cooperation with the Ethics Committee; the motive; the circumstances; the degree of the offender's guilt; the extent to which the offender accepts responsibility, and whether the person mitigated his guilt by returning the advantage received, where applicable.
- 15.2 In case of mitigating circumstances, and if deemed appropriate taking into account all circumstances of the case, the Ethics Committee may go below the minimum sanction and/or decide to hand down alternative sanctions specified in article 12.1 of this Code.
- 15.3 Repeated breaches shall be considered aggravating circumstances, allowing the Ethics Committee to go beyond the maximum limit provided for a violation of the relevant rule, as specified in this Code.
- 15.4 Where more than one breach has been committed, the sanction other than monetary sanctions shall be based on the most serious breach, and increased as appropriate, depending on the specific circumstances.
- 15.5 Unless this Code mentions otherwise, the Ethics Committee shall decide the scope and duration of any sanction.

16 Territory of Sanctions

- 16.1 Unless otherwise decided by the Ethics Committee, any sanction imposed under this Code shall apply worldwide.
- 16.2 Upon decision of the Ethics Committee, sanctions may be limited to a geographical area or to one or more specific categories of matches or competitions.

17 Limitation Period

- 17.1 Subject to article 17.2, no sanction may be imposed for an offence which occurred more than 3 years prior to the commencement of proceedings in relation to that offence.
- 17.2 Offences under articles 21 (Conflict of Interests), 25 (Bribery and Corruption), 26 (Misappropriation and Misuse of Funds), 29 (Protection of Physical and Mental Integrity), 30 (Forgery and Falsification), 32 (Betting and Similar Activities), 33 (Manipulation of Boxing Matches or Competitions) of this Code may be sanctioned provided that the relevant offence occurred less than 10 years prior to the commencement of proceedings in relation to that offence.
- 17.3 The period of limitation commences on the day on which the offence was allegedly committed; or if the alleged offence lasted for a certain period, from the day on which it ended.
- 17.4 The limitation period, when applicable, shall be interrupted where criminal proceedings are formally opened against a person bound by this Code during such proceedings.
- 17.5 For the purpose of this article 17, the commencement of proceedings shall be deemed to occur upon the first notification by AIBA, the Integrity Officer or the Ethics Committee to the concerned person that an investigation will be undertaken.

SECTION 4 – RULES OF CONDUCT

18 General Principles of Conduct

- 18.1 A person bound by this Code must comply with the following principles:
- (a) human dignity;
 - (b) nondiscrimination, either on the basis of race, gender, nationality, ethnic origin, religion, philosophical or political opinions, sexual preference or any other grounds;

- (c) nonviolence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual;
- (d) friendship, mutual aid and fair play;
- (e) integrity;
- (f) transparency;
- (g) priority to the interests of the sport of boxing and the athletes in relation to financial interests;
- (h) sustainability;
- (i) political neutrality;
- (j) promotion of the Olympic Movement ideals.

18.2 Any person bound by this Code shall be aware of the importance of his duties to comply with the abovementioned general principles of conduct and other rules of conduct specified in this Code. A person bound by this Code shall fulfil and exercise his duties and responsibilities diligently, especially with regard to finance-related matters.

18.3 Any person bound by this Code must refrain from any activity or behavior or any attempted activity or behavior that might give rise to the appearance or suspicion of improper conduct.

19 Neutrality and Loyalty

19.1 In dealings with government institutions, national and international organisations, associations and groupings, any person bound by this Code shall, in addition to observing the basic rules of article 18, remain politically neutral, in accordance with the principles and objectives of AIBA, Confederations and National Federations, and generally act in a manner compatible with their function and integrity.

19.2 Any person bound by this Code shall have a fiduciary duty to AIBA, Confederations and National Federations, and shall demonstrate a general loyalty to these organisations.

20 Confidentiality

20.1 Depending on his function, information of a confidential nature divulged to any person bound by this Code while performing his duties shall be treated as confidential or secret, if the information is given with the understanding or communication of confidentiality.

20.2 The obligation to respect confidentiality survives the termination of any relationship which

makes a person subject to this Code.

21 Conflict of Interests

21.1 Any person bound by this Code shall comply with the Conflict of Interest Policy.

21.2 Any person bound by this Code shall not perform his duties (in particular, preparing or participating in the taking of a decision) in situations in which an existing or potential conflict of interest might affect such performance. A conflict of interest arises if a person bound by this Code has, or appears to have, secondary interests that could influence his ability to perform his duties with integrity in an independent and purposeful manner. Secondary interests include, but are not limited to, gaining any possible advantage for the persons bound by this Code themselves or related parties.

21.3 Before being elected, appointed, employed or contracted, a person bound by this Code shall disclose any relations and interests that could lead to situations of conflicts of interest in the context of his prospective activities.

21.4 A person bound by this Code shall not perform his duties (in particular preparing, or participating in, the taking of a decision) in situations in which there is a danger that a conflict of interest might affect such performance. Any such conflict shall be immediately disclosed and notified to the organisation for which the person bound by this Code performs his duties (within AIBA such notification shall be made to the Ethics Committee). The relevant organisation shall take a decision (within AIBA such decision shall be taken by the Ethics Committee) whether a conflict of interest exists and whether it affect performance of the duties of a person bound by this Code.

22 Gifts and Other Benefits

22.1 A person bound by this Code may only offer or accept gifts or other benefits to and from persons within or outside AIBA, or in conjunction with intermediaries or related parties where such gifts or benefits:

- (a) have symbolic or trivial value;
- (b) are not offered or accepted as a way of influencing persons bound by this Code to execute or omit an act that is related to their official activities or falls within their discretion;
- (c) are not offered or accepted in contravention of the duties of persons bound by this Code;

- (d) do not create any undue pecuniary or other advantage; and
- (e) do not create a conflict of interest.

Any gifts or other benefits not meeting all of these criteria are prohibited.

- 22.2 If in doubt, gifts or other benefits shall not be accepted, given, offered, promised, received, requested or solicited. In all cases, persons bound by this Code shall not accept, give, offer, promise, receive, request or solicit from anyone within or outside AIBA, or in conjunction with intermediaries or related parties as defined in this Code, cash in any amount or form. If declining the gift or benefit would offend the giver on the grounds of cultural norms, persons bound by this Code may accept the gift or benefit on behalf of their respective organisation and shall report it and hand it over, where applicable, immediately thereafter to the competent body.

23 Commission

Unless covered by a genuine commercial agreement, a person bound by this Code shall not accept, give, offer, promise, receive, request or solicit commission for themselves or third parties for negotiating deals or conducting other business in connection with his duties.

24 Abuse of Position

A person bound by this Code shall not abuse his position in any way, especially to take advantage of his position for his private aims or gains or private aims or gains of related parties.

25 Bribery and Corruption

- 25.1 A person bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone. Such acts are prohibited regardless of whether carried out directly or indirectly through, or in conjunction with, third parties. In particular, a person bound by this Code shall not accept, give, offer, promise, receive, request or solicit any personal or undue pecuniary or other advantage for the execution or omission of an act that is related to his official activities and is contrary to his duties or falls within his discretion.
- 25.2 A person bound by this Code shall refrain from any activity or behavior that might give rise to the appearance or suspicion of a breach of this article.

26 Misappropriation and Misuse of Funds

- 26.1 A person bound by this Code shall not misappropriate or misuse funds of AIBA, Confederations and National Federations, whether directly or indirectly through, or in conjunction with, third parties.
- 26.2 A person bound by this Code shall refrain from any activity or behavior that might give rise to the appearance or suspicion of a breach of this article.

27 Duty of Cooperation

- 27.1 A persons bound by this Code shall assist and cooperate truthfully, fully and in good faith with the Ethics Committee and the Integrity Officer at all times, regardless of whether he is involved in a particular matter as a party, as a witness, or in any other role. This requires, inter alia, full compliance with requests of the Ethics Committee and the Integrity Officer, including without limitation requests to clarify facts; provide oral or written testimony; submit information, documents or other material; and disclose details regarding income and finances, if the Ethics Committee or the Integrity Officer deems it to be necessary.
- 27.2 A person bound by this Code who is required to cooperate with the Ethics Committee or the Integrity Officer in a specific case, regardless of whether he is involved as a party, as a witness, or in any other role, shall treat the information provided and his involvement strictly confidentially, unless otherwise instructed by the Ethics Committee or the Integrity Officer.
- 27.3 A person bound by this Code shall not take any action actually or apparently intended to obstruct, evade, prevent, or otherwise interfere with any actual or potential ethics proceedings.
- 27.4 In connection with any actual or potential ethics proceedings, a person bound by this Code shall not conceal any material fact; make any materially false or misleading statement or representation; or submit any incomplete, materially false or misleading information or other material.
- 27.5 A person bound by this Code shall not harass, intimidate, threaten or retaliate against someone for any reason related to that person's actual, potential or perceived assistance to or cooperation with the Ethics Committee or the Integrity Officer.

28 Inappropriate Representation

A person who represents AIBA, a Confederation or National Federation in an outside body shall be obliged to intervene and to vote in accordance with any instructions that they have

received from the competent authority of the organization he represents. Such person shall not accept any instructions as to how to vote from any third-party.

29 Breach of Anti-harassment Policy

29.1 A breach of Anti-harassment Policy is forbidden.

29.2 A person bound by this Code shall be sanctioned for any breach of Anti-harassment Policy as described in this Policy.

30 Forgery and Falsification

A person bound by this Code is forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.

31 Discrimination and Defamation

31.1 A person bound by this Code shall not offend the dignity or integrity of a country, private person or group of people through contemptuous, discriminatory or denigratory words or actions on account of race, skin colour, ethnicity, nationality, social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason.

31.2 A person bound by this Code are forbidden from making any public statements of a defamatory nature towards AIBA, Confederations, National Federations and/or towards any other person bound by this Code.

32 Betting and Similar Activities

32.1 A person bound by this Code shall be forbidden from participating in, either directly or indirectly, betting or similar activities (excluding lotteries etc.) related to boxing matches or competitions and/or any related boxing activities.

32.2 A person bound by this Code shall not have any interests, either directly or indirectly (through or in conjunction with third parties), in entities, companies, organisations, etc. that promote, broker, arrange or conduct betting or similar activities as specified the above connected with boxing matches and competitions. Interests include gaining any possible advantage for the persons bound by this Code themselves and/or related parties.

33 Manipulation of Boxing Matches or Competitions

A person bound by this Code is forbidden from being involved in the manipulation of boxing matches and/ or competitions, and shall immediately report to the Ethics Committee any

approach in connection with activities and/ or information directly or indirectly related to the possible manipulation of boxing matches and/ or competitions.

SECTION 5 – FINAL PROVISIONS

34 Gender and Number

Terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice versa.

35 Adoption, Enforcement and Transitional Provisions

35.1 This Code is adopted by the Board on 30 June 2021 and comes into force on 1 July 2021.

35.2 This Code applies to any ethics proceedings which have been formally opened after the date when this Code came into force. Any offence shall be governed by the substantive rules in force on the date of which the offence has been committed, unless the principle of *lex mitior* applies (implying that this Code is more favorable to the offender than prior regulations. Procedural rules, including rules governing the authority of the Ethics Committee shall apply as of the entry into force of this Code and shall apply immediately, no matter when the offence has been committed. Ethics proceedings which have been formally opened before the date when this Code came into force shall be concluded according to the previous edition of the Code.