

BOXING INDEPENDENT INTEGRITY UNIT RULES



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PREAMBLE

On the basis of article 36 of the Constitution, the Board adopts these Rules establishing operating of the Boxing Independent Integrity Unit.

INTERPRETATION

- 1.1 Capitalized terms used in these Rules shall have the meaning ascribed to them in the Constitution.
- 1.2 The following terms – used in these Rules only – have the meanings ascribed to them in this article:
- “Boxing Independent Integrity Unit”** or **“BIIU”** means the independent integrity unit established in accordance with article 36 of the Constitution;
- “Constitution”** means the IBA Constitution adopted on 11 December 2022, together with all subsequent amendments;
- “Compliance Unit”** means the compliance unit, being part of BIIU, mentioned in article 36.3(a) of the Constitution;
- “Disciplinary and Ethics Code”** means the IBA Disciplinary and Ethics Code;
- “Dispute Resolution Chamber”** or **“DRC”** means a body, being part of the Compliance Unit, responsible to settle disputes in boxing within the scope of its competence;
- “IBA”** means the International Boxing Association;
- “IBA Board”** means the IBA Board of Directors established in accordance with article 25.1 of the Constitution;
- “Independent Vetting Firm”** means the independent firm referred to in article 27.5 of the IBA Constitution;
- “Independent Vetting Panel”** means the independent vetting referred to in article 14.1 of these Rules established with the purpose to appoint the Managing Board;
- “Investigation and Prosecution Officer”** or **“IPO”** means a person appointed to investigate and prosecute any breach of the Regulations before the Tribunal;
- “Managing Board”** means the highest body of BIIU established with the purpose to manage BIIU and to ensure its operational independence from IBA;
- “Managing Director”** means a person appointed by the Managing Board to head administration of BIIU and perform other duties provided for by these Rules;
- “Nomination Unit”** means the nomination unit, being part of BIIU, mentioned in article

36.3(b) of the Constitution;

“Regulations” mean the regulations made by the IBA Board in accordance with the Constitution;

“Regulations on Congress and Elections” mean the IBA Regulations on Congress and Elections;

“Rules” mean these Boxing Independent Integrity Unit Rules;

“Tribunal” means a body, being part of the Compliance Unit, responsible to hear cases where a breach of the Regulations allegedly accrued and to apply sanctions;

1.3 In these Rules, unless otherwise specified:

- a) references to articles are references to articles in these Rules;
- 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 the Constitution/the Regulations, or to any provision or provisions in the Constitution/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.

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

CHAPTER 1 – GENERAL PROVISIONS

1. Introduction

These Rules regulates the operating of BIIU. It comes into force upon its approval by the IBA Board.

2. Regulatory framework

2.1 The Constitution, together with these Rules and the Regulations related to BIIU activity constitutes the legal basis for BIIU functioning.

2.2 In the event of any inconsistency between these Rules and the Constitution, the Constitution shall prevail provided that the Constitution shall ensure operational

independence of BIIU.

2.3 In the event of any inconsistency between these Rules and the Regulations, these Rules shall prevail.

2.4 Neither these Rules nor the Regulations related to BIIU activity can be amended, cancelled or replaced without preliminary approval of the Managing Board.

3. BIIU Status

3.1. BIIU shall be an operationally independent unit of IBA, in charge of dealing with all ethical and disciplinary issues (including issues related to conflicts of interest), as well as conducting eligibility checks and selecting candidates for elections and providing education and development services.

3.2. BIIU shall operate in accordance with this Rules and the Regulations related to BIIU activity, ensuring its full independence toward IBA and its organs.

4. BIIU principles and standards

4.1. BIIU operates based on the following principles:

- (1) Operational and decision making independence from IBA;
- (2) Professionalism;
- (3) Priority of the law;
- (4) Priority of the interests of the boxing.

4.2. All members of BIIU governing bodies, BIIU units and BIIU administration shall meet the following standards of conduct:

- (1) act at all times in good faith and in the best interests of BIIU;
- (2) exercise the powers for proper purposes;
- (3) act at all times in accordance with the Constitution, these Rules, and the Regulations related to BIIU activity;
- (4) maintain a reputation for high standards of business conduct;
- (5) comply with and do not publicly disagree with BIIU decisions, even if privately they do not agree with them;
- (6) act independently from the organs of IBA, including the President, First Vice-President, Secretary General & CEO, Directors, and Committees, save to the extent specified in these Rules;
- (7) do not cause or do not allow the activities to be carried on in a manner likely to create a substantial risk of serious loss to BIIU or IBA;
- (8) comply with the IBA regulations regarding a conflict of interests;

(9) do not disclose confidential information, including content of any documents, deliberations and meetings.

5. BIIU Structure

5.1. BIIU consist of the following units:

- (1) The Compliance Unit in charge of processing, investigating and prosecuting all ethical and disciplinary issues, and to settle disputes in boxing;
- (2) The Nomination Unit in charge of eligibility checks and assessment of appointments and elections;

5.2. The Compliance Unit will consist of:

- (1) Tribunal in charge of cases where a breach of the Regulations allegedly accrued and of applying disciplinary sanctions;
- (2) DRC in charge of settlement disputes in boxing within the scope of its competence.

5.3. The Managing Board shall be entitled to establish Anti-Doping Tribunal being a part of the Compliance Unit and to adopt regulations for this body in case it is appeared that any anti-doping matter is not covered by the competence delegated to the International Testing Agency (ITA).

6. Location

6.1. The seat of BIIU shall be Lausanne, Switzerland. BIIU shall have a different office from IBA Head Office.

6.2. If justified by the circumstances, BIIU and its bodies may hold meetings elsewhere.

7. Language

8.1. BIIU official working language shall be English. All minutes, correspondence, announcements, and decisions shall be in English.

8. Operating Structure

8.2. The operating structure of BIIU, including any departments or divisions, and staffing structures, will be approved by the Managing Board on the recommendation of the Managing Director.

8.3. If agreed by the IBA President or IBA Secretary General & CEO, BIIU may use functions and services provided by the IBA Head Office on agreed terms, provided that at all times the independence of BIIU is not compromised and the confidentiality of the work of BIIU is maintained.

8.4. The Managing Director and the IBA President or IBA Secretary General & CEO will agree on written protocols and policies to the extent necessary to manage any day-to-day matters relevant to both BIIU and IBA generally. This may include matters such as external communications on integrity-related matters, disclosure of information received by IBA that relates to the work of BIIU, and staff policies and procedures. These protocols and policies must, to the extent practicable, preserve the independence of BIIU and the confidentiality of its work.

9. BIIU administration

9.1. BIIU administration includes BIIU staff and external contractors. The Managing Director shall be a head of BIIU administration.

9.2. BIIU administration members, including BIIU staff and external contractors, will be employed or engaged by IBA, but will report to the Managing Director or his/her designee.

9.3. All permanent positions to BIIU administration will be publicly advertised on the official BIIU website and IBA website.

9.4. IPOs, being a part of BIIU administration, will be engaged by the Managing Director once they are appointed by the Managing Board.

9.5. No person may be employed or engaged to BIIU administration if he/she is employed to or engaged by IBA Head Office or is IBA Official.

10. Signature and contracts

10.1. Any document, including any contract, may be executed on behalf of BIIU by the Managing Director.

10.2. IBA will respect any contractual obligation taken by the Managing Director on behalf of BIIU within an annual budget allocated to BIIU.

11. System and security

11.1. The Managing Director will put sufficient systems and procedures in place to ensure the security of all information held by BIIU and that such information is kept confidential (including from IBA Officials and IBA Head Office) in all material respects. Such systems and procedures should meet current best practice business accreditation standards and must be strictly compliant with applicable data protection and privacy laws. The Managing Director will ensure such systems and procedures are documented.

11.2. BIIU will have independent server to store BIIU email correspondence, which shall separate

from IBA server, and IBA shall not have access to BIIU server.

12. Website and branding

- 12.1. BIIU will establish and maintain its own official BIIU website, in the name of BIIU.
- 12.2. BIIU will have its own branding, which reflects both its connection to and its independence from IBA. However, all intellectual property of BIIU, including its branding, will be owned by IBA.
- 12.3. BIIU Board will establish policies for the use of the branding, in consultation with IBA Head Office.

13. BIIU spokesperson

The Chairperson of the Managing Board and the Managing Director shall be the only spokespersons of BIIU towards media and any public.

CHAPTER 2 – BIIU GOVERNING BODIES

Section A – Managing Board

14. Composition

- 14.1. The Managing Board shall consist of five (5) or more members, including the Chairperson, appointed for the term until further appointment of new composition to be conducted after four (4) years.
- 14.2. The Chairperson of the Managing Board shall be elected at the first meeting of newly appointed Managing Board among their own number. An office of the Chairperson of the Managing Board may be terminated by unanimous decision of residual Managing Board members present at the meeting – in this case he/she remains an ordinary member of the Managing Board. In absence of the Chairperson or in case he is unwilling to perform his/her duties, the Managing Board shall be entitled to appoint Interim Chairperson.
- 14.3. No one can be a member of the Managing Board more than two (2) consecutive terms.

15. Appointment and vacancy

- 15.1. The Managing Board will be appointed by the Independent Vetting Panel, which consist of:
 - (1) At least three (3) independent persons with high level reputation in international sport and/or international sports law who will be appointed by the IBA Board;
 - (2) One (1) IBA Director who will be appointed by IBA Board members from their

own number;

(3) One (1) representative of the IBA Athletes Committee who will be appointed by the Committee members from their own number.

15.2. The Independent Vetting Panel will be appointed for the period of five (5) years. Any vacant position in the Independent Vetting Panel will be filled as described in article 15.1, para. (1)-(3).

15.3. The Independent Vetting Panel will decide its own regulations for the meetings and decisions based on principles of independency, democracy, legality and transparency.

15.4. To be eligible to be appointed and to serve as the Managing Board member, a candidate must:

(1) meet the high standards of conduct, reputation and integrity required of a member of the Managing Board;

(2) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;

(3) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his/her position as member of the Managing Board or could cause a Conflict of Interest.

15.5. The criteria to be used to assess if a candidate meets the criteria listed under article 15.4 above shall include, without limitation, whether the person:

(1) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation;

(2) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;

(3) is barred from conducting business in any country or worldwide;

(4) has his/her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or

(5) is unwilling or unable to deal with any potential or actual Conflict of Interest.

- 15.6. Eligibility of a candidate to the Managing Board will be verified by the Independent Vetting Panel with assistance of the Independent Vetting Firm. Where it is necessary, a candidate must pass an interview with the Independent Vetting Firm.
- 15.7. To find appropriate candidates to the Managing Board, the Independent Vetting Panel will open a transparent call through any available resources, including BIIU website and IBA website. National Federations and Confederations of IBA will be entitled to nominate their candidates to the Managing Board. A candidate may also submit his/her own application directly to the Independent Vetting Panel.
- 15.8. If any member of the Managing Board:
- (1) dies whilst in office;
 - (2) resigns his/her office;
 - (3) has been removed from office following a vote of no confidence adopted by the Independent Vetting Panel;
 - (4) has been removed from office following a decision of ineligibility issued by the Independent Vetting Panel in case any eligibility criteria of articles 15.4-15.5 is not met;
 - (5) is otherwise unable or unwilling for a period in excess of three (3) months to exercise his or her powers for whatever reason;

then the Independent Vetting Panel will appoint a replacement in accordance with articles 15.4-15.7 above for remaining term of current composition of the Managing Board.

16. Powers

- 16.1. The Managing Board will be responsible for governing BIIU and ensuring it carries out its role and responsibilities in accordance with the Constitution and these Rules.
- 16.2. The Managing Board will have the power to:
- (1) approve and review a strategic plan for BIIU and regularly monitor progress against that strategic plan;
 - (2) approve and review an annual budget for BIIU, and regularly monitor progress against the annual budget;
 - (3) approve and review integrity programmes for BIIU, on the recommendation of the Managing Director;
 - (4) appoint (including all terms and conditions of such appointment) and monitor the performance of the Managing Director and, if necessary, terminate such appointment;
 - (5) appoint (including all terms and conditions of such appointment) and monitor the performance of the IPOs and, if necessary, terminate such appointment;

- (6) identify and manage the risks arising in relation to BIIU, this Rules and the Regulations related to BIIU activity;
- (7) preliminary approve (i.e. before final approval by the IBA Board) any amendment to these Rules and the Regulations related to BIIU activity;
- (8) approve and amend policies and procedures for the operation of BIIU, in particular to ensure that it operates independently from IBA (provided that such policies and procedures are not inconsistent with the Constitution);
- (9) establish committees of BIIU Board and other groups, taskforces or persons to carry out particular aspects of the work of the Managing Board under its delegated authority;
- (10) approve decisions of the Managing Director as to:
 - whether BIIU (in the name of IBA) should bring proceedings for violation of the Disciplinary and Ethics Code;
 - whether BIIU (in the name of IBA) should agree with the terms and conditions of any settlement with accused party without reference to a case to the Tribunal;
 - whether BIIU (in the name of IBA) should appeal decisions of Tribunal to CAS; and/or
 - whether BIIU (in the name of IBA) should participate in any appeal or other proceeding before CAS or any other forum to which IBA is not a party.
- (11) supervise the control of expenditure and prudently use the funding allocated to BIIU;
- (12) recommend to the IBA Board the opening in the name of the 'IBA – Boxing Independent Integrity Unit' of such bank accounts as the Managing Board considers necessary or helpful to carry out the BIIU's mandate;
- (13) approve major transactions relating to BIIU (above CHF 100,000 excluding VAT);
- (14) report to Congress and the IBA Board in accordance with these Rules; and
- (15) provide advises and recommendations on behalf of BIIU to interested parties on application of ethical principles and the Regulations related to BIIU activity (e.g. advises related to a potential conflict of interest);
- (16) approve a list of pro bono counsels and adopt guidelines for them;
- (17) do all other things necessary or desirable to fulfil the mandate of BIIU set out in article 36 of the Constitution.

17. Meetings

- 17.1. The Managing Board shall meet whenever necessary but, but at least two times per year.
- 17.2. The Managing Board meetings may be conducted:

- (1) in person, or
 - (2) by means of telecommunications. A telecommunications meeting may be held by telephone or by audio-visual link.
- 17.3. A quorum for a meeting of the Managing Board shall be constituted by the attendance at such meeting of not less than half plus one ($1/2 + 1$) of all members.
- 17.4. A meeting of the Managing Board:
- (1) may be convened by the Chairperson of the Managing Board of his/her own motion if he/she considers that such a meeting is necessary or desirable;
 - (2) must be convened by the Chairperson of the Managing Board in response to a request by the IBA President, the IBA Board, the Managing Director, or if not less than one third plus one ($1/3 + 1$) of all members of the Managing Board request such a meeting.
- 17.5. The Chairperson decides on agenda of each meeting. Agenda for a meeting convened in accordance with article 17.4 (2) shall include the item or items of business resulting in the convening of such meeting.
- 17.6. All members of the Managing Board shall be entitled to deliberate and vote on all matters of an agenda; save only that any member of the Managing Board with a conflict of interest regarding such matter shall not be entitled to deliberate and vote on the same.
- 17.7. Save as provided by article 17.8, the deliberations of the Managing Board meetings shall be and remain confidential.
- 17.8. Members of the Managing Board may, by a majority vote of those present at the meetings, direct that:
- (1) the minutes of the meeting, or a part or parts thereof;
 - (2) a report of the deliberations of the Managing Board at such meeting; and/or
 - (3) a note of any decision or decisions taken by the Managing Board at such meeting;
- be made public.
- 17.9. Members of the Managing Board must attend its meetings in person. Except for interpreters, accompanying persons or substitutes are not admitted to such meetings. The Chairperson of the Managing Board may invite interested parties to attend the meeting if deemed necessary.
- 17.10. Unless otherwise specified in these Rules, decisions of the Managing Board shall be taken by majority votes of those present at the meetings.

17.11. The Managing Director shall be responsible to arrange for the taking and keeping of the minutes of the Managing Board meetings.

18. Reporting

18.1. The Managing Board will prepare and present a report to each IBA Ordinary Congress meeting. The presentation at Congress will be made in person by the Chairperson or (if the chairperson is unavailable) by one of the other members of the Managing Board.

18.2. BIIU reports will also be published on the official BIIU website and the official IBA website after presentation at the Congress meeting in accordance with article 18.1 above.

18.3. The Managing Board will provide the following information to the IBA Board between Ordinary Congress meetings:

- (1) information as to financial position of BIIU, on a quarterly basis, at the first meeting of the IBA Board in the following quarter, in a form agreed between the Managing Board and the IBA Board, taking into account the independence of BIIU and the requirement for confidentiality of its work;
- (2) financial and non-financial information necessary for IBA to compile IBA budget, accounts statements and annual report; and
- (3) information (only to the extent appropriate and necessary) about any significant cases or controversy about or involving BIIU that is in the public domain.

19. Indemnity, remuneration, and expenses

19.1. IBA will indemnify all members of the Managing Board from any claims related any decision made by the Managing Board within its competence.

19.2. Subject to annual budget allocated to BIIU, each member of the Managing Board may be remunerated for serving in the Managing Board. Amount of said remuneration shall be decided by the Managing Board. The remuneration paid to the Managing Board members will be disclosed in BIIU reports.

19.3. Each member of the Managing Board will be entitled for compensation of expenses related to traveling same as it is applicable for IBA Officials according to the IBA Financial Regulations.

Section B – Managing Director

20. Appointment

20.1. The Managing Director will be appointed by the Managing Board for a duration of four (4) years.

- 20.2. To be eligible to be appointed and to serve as the Managing Director, a candidate must:
- (1) meet the high standards of conduct, reputation and integrity required of the Managing Director;
 - (2) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;
 - (3) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his position as the Managing Director or could cause a Conflict of Interest.
- 20.3. The criteria to be used to assess if a candidate meets the criteria listed under article 20.2 above shall include, without limitation, whether the person:
- (1) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation;
 - (2) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;
 - (3) is barred from conducting business in any country or worldwide;
 - (4) has his/her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or
 - (5) is unwilling or unable to deal with any potential or actual Conflict of Interest.
- 20.4. Each candidate shall provide a self-declaration that he/she comply with eligibility criteria mentioned in articles 20.2-20.3 above. The Managing Board will be entitled to verify eligibility of a candidate with assistance of the Independent Vetting Firm. Where it is necessary, a candidate must pass an interview with the Independent Vetting Firm.
- 20.5. To find appropriate candidates to the Managing Director position, the Managing Board will open a transparent call through any available resources, including BIIU website and IBA website. A candidate shall submit his/her own application directly to the Managing Board.
- 20.6. The Managing Board will be entitled to terminate an office of the Managing Director.

20.7. In the absence of the Managing Director or if the Managing Director is temporarily unable or unwilling to exercise his/her powers, the Managing Board may appoint the Interim Managing Director for a period up to three (3) months at its own discretion.

21. Responsibility

21.1. The Managing Director will be responsible for the day-to-day management of BIIU, including its offices and BIIU staff, in accordance with these Rules, policies and procedures adopted by the Managing Board, and within such limitations and delegated authority as may be established by the Managing Board.

21.2. The Managing Director is authorised to employ or engage (and terminate such employment or engagement of) all BIIU administration members, including BIIU staff and external contractors, unless the Managing Board specifies otherwise. No approval is required from any other person or body within IBA to employ or engage BIIU administration members subject to this employment or engagement is within budget allocated to BIIU.

21.3. The Managing Director will have the following responsibilities:

- (1) developing each of BIIU strategic plan, annual budget and integrity programme, in each case for approval by the Managing Board;
- (2) regularly reporting to the Managing Board on progress against such plans, annual budgets and programmes;
- (3) defining and monitoring delegations of the authority of the Managing Director to BIIU administration;
- (4) controlling expenditure and allocating funding prudently in accordance with the approved budget;
- (5) subject to the prior approval of the Managing Board in accordance with article 16.2.(10), making decisions as to:
 - whether BIIU (in the name of IBA) should bring proceedings for violation of the Disciplinary and Ethics Code;
 - whether BIIU (in the name of IBA) should agree with the terms and conditions of any settlement with accused party without reference to a case to the Tribunal;
 - whether BIIU (in the name of IBA) should appeal decisions of Tribunal to CAS; and/or
 - whether BIIU (in the name of IBA) should participate in any appeal or other proceeding before CAS or any other forum to which IBA is not a party.

- (6) report to the Managing Board about any decision taken in accordance with article 21.3 (5) above;
- (7) subject to any policies and procedures that may be adopted by the Managing Board from time to time, be a head of investigation and prosecution functions in BIIU, including participation in the proceedings as IPO;
- (8) support the Chairperson of the Managing Board in engaging with external stakeholders of BIIU;
- (9) support the Managing Board in implementation of its decision taken in accordance with these Rules;
- (10) develop systems, policies and procedures for the effective functioning of BIIU;
- (11) develop, review and assess new projects and innovations for the improvement of the BIIU's performance, for approval by the Managing Board;
- (12) supervise and approve all reporting to external bodies as necessary;
- (13) ensure compliance by BIIU with all applicable laws, the Constitution, these Rules, and the Regulations related to BIIU activity Code;
- (14) prepare BIIU reports referenced in article 18 for the approval of the Managing Board;
- (15) take and keep the minutes of the Managing Board meetings;
- (16) maintain BIIU whistle-blowers line and ensure its confidentiality;
- (17) support the conduct of external audits of BIIU;
- (18) take a decision to provide a pro bono counsel to a party of any proceedings;
- (19) perform other duties provided for in these Rules and the Regulations related to BIIU activity Code.

22. Reporting

The Managing Director will report directly to the Managing Board. The Managing Board will decide on the form of such reports.

CHAPTER 3 – BIIU UNITS

Section A – Compliance Unit

23. Composition of Tribunal

- 23.1. The Tribunal shall consist of five (5) or more members, including the Chairperson, appointed for the term until further appointment of new composition to be conducted after four (4) years.
- 23.2. The Chairperson of the Tribunal will be appointed by the Managing Board and shall be a

lawyer. An office of the Chairperson of the Tribunal may be terminated by unanimous decision of the Managing Board. In absence of the Chairperson of the Tribunal or in case he is unwilling to perform his/her duties, the Managing Board shall be entitled to appoint Interim Chairperson.

24. Appointment of Tribunal arbitrators and vacancy

24.1. The Tribunal arbitrators will be appointed by the Managing Board.

24.2. To be eligible to be appointed and to serve as the Tribunal arbitrator (including the Chairperson of the Tribunal), a candidate must:

- (1) meet the high standards of conduct, reputation and integrity required of the Tribunal arbitrator;
- (2) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;
- (3) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his/ her position as the Tribunal arbitrator or could cause a Conflict of Interest.

24.3. The criteria to be used to assess if a candidate meets the criteria listed under article 24.2 above shall include, without limitation, whether the person:

- (1) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation;
- (2) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;
- (3) is barred from conducting business in any country or worldwide;
- (4) has his/her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or
- (5) is unwilling or unable to deal with any potential or actual Conflict of Interest.

- 24.4. Each candidate shall provide a self-declaration that he/she comply with eligibility criteria mentioned in articles 24.2-24.3 above. The Managing Board will be entitled to verify eligibility of a candidate with assistance of the Independent Vetting Firm. Where it is necessary, a candidate must pass an interview with the Independent Vetting Firm.
- 24.5. To find appropriate candidates to the Tribunal, the Managing Board will open a transparent call through any available resources, including BIIU website and IBA website. A candidate shall submit his/her own application directly to the Managing Board.
- 24.6. The Managing Board will be entitled to terminate an office of any Tribunal arbitrator provided that termination of an office of the Tribunal Chairperson shall be made in accordance with article 23.2.

24.7. If any arbitrator of the Tribunal:

- (1) dies whilst in office;
- (2) resigns his/her office;
- (3) has been removed from office following a vote of no confidence adopted by the Managing Board;
- (4) has been removed from office following a decision of ineligibility issued by the Managing Board in case any eligibility criteria of articles 24.2-24.3 is not met;
- (5) is otherwise unable or unwilling for a period in excess of three (3) months to exercise his or her powers for whatever reason;

then the Managing Board will appoint a replacement in accordance with articles 24.1-24.5 above for remaining term of current composition of the Tribunal.

25. Tribunal Competence

- 25.1. The Tribunal has jurisdiction to hear cases where a breach of the Regulations allegedly accrued and to apply sanctions.
- 25.2. Where a breach 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 Tribunal 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 IBA or BIIU, the Tribunal shall be entitled to consider the respective matter.

26. Tribunal Meetings

- 26.1. The Tribunal shall meet whenever necessary.
- 26.2. The meeting of Tribunal may be held in a form of single arbitrator (the Chairperson of the Tribunal) or in form of the panel consisted of three (3) arbitrators.
- 26.3. The Chairperson of the Tribunal may take decisions as single arbitrator:
 - (a) in case of urgent case;
 - (b) for ratifying the settlement agreement entered into between an accused person and the Managing Director;
 - (c) pronounce, alter and annul provisional sanction or measure.
- 26.4. The meeting of Tribunal may be conducted in person, or by means of telecommunications. A telecommunications meeting may be held by telephone or by audio-visual link.
- 26.5. All members of the Tribunal shall be entitled to vote on all matters put to a vote at meetings; save only that any member of the Tribunal with a conflict of interest regarding such matter shall not be entitled to deliberate and vote on the same.
- 26.6. The deliberations of meetings of the Tribunal shall be and remain confidential.

27. Tribunal Decision

- 27.1. Decision of single arbitrator shall be taken alone. Decisions of the Tribunal in form of the panel consisted of three (3) arbitrators shall be taken by majority votes.
- 27.2. The Tribunal may decide not to communicate the grounds of a decision and instead communicate only an operative part. At the same time, the parties shall be informed that they have ten (10) days from receipt of operative part of the decision to request, in writing, the grounds of the decision, and that failure to do so will result in the decision becoming final and binding.
- 27.3. If a party requests the grounds of a decision, the motivated decision will be communicated to the parties in full, written form. The time limit to lodge an appeal, where applicable, begins upon receipt of this motivated decision.
- 27.4. If the parties do not request the grounds of a decision, a short explanation of the decision shall be recorded in the case files.
- 27.5. The operative part of any decision taken by the Tribunal shall be published at the BIIU official website. The Tribunal may decide to publish any decision taken by it with grounds,

subject to any redaction it deems appropriate.

28. Composition of DRC

28.1. DRC shall consist of five (5) or more members, including the Chairperson, appointed for the term until further appointment of new composition to be conducted after four (4) years.

28.2. The Chairperson of DRC will be appointed by the Managing Board and shall be a lawyer. An office of the Chairperson of DRC may be terminated by unanimous decision of the Managing Board. In absence of the Chairperson of DRC or in case he is unwilling to perform his/her duties, the Managing Board shall be entitled to appoint Interim Chairperson.

29. Appointment of DRC arbitrators and vacancy

29.1. DRC arbitrators will be appointed by the Managing Board.

29.2. To be eligible to be appointed and to serve as DRC arbitrator (including the Chairperson of DRC), a candidate must:

- (1) meet the high standards of conduct, reputation and integrity required of DRC arbitrator;
- (2) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;
- (3) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his/ her position as DRC arbitrator or could cause a Conflict of Interest.

29.3. The criteria to be used to assess if a candidate meets the criteria listed under article 29.2 above shall include, without limitation, whether the person:

- (1) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation;
- (2) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;
- (3) is barred from conducting business in any country or worldwide;
- (4) has his/her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or

continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or

(5) is unwilling or unable to deal with any potential or actual Conflict of Interest.

29.4. Each candidate shall provide a self-declaration that he/ she comply with eligibility criteria mentioned in articles 29.2-29.3 above. The Managing Board will be entitled to verify eligibility of a candidate with assistance of the Independent Vetting Firm. Where it is necessary, a candidate must pass an interview with the Independent Vetting Firm.

29.5. To find appropriate candidates to DRC, the Managing Board will open a transparent call through any available resources, including BIIU website and IBA website. A candidate shall submit his/her own application directly to the Managing Board.

29.6. The Managing Board will be entitled to terminate an office of any DRC arbitrator provided that termination of an office of DRC Chairperson shall be made in accordance with article 29.2.

29.7. If any arbitrator of DRC:

(1) dies whilst in office;

(2) resigns his/her office;

(3) has been removed from office following a vote of no confidence adopted by the Managing Board;

(4) has been removed from office following a decision of ineligibility issued by the Managing Board in case any eligibility criteria of articles 29.2-29.3 is not met;

(5) is otherwise unable or unwilling for a period in excess of three months to exercise his or her powers for whatever reason;

then the Managing Board will appoint a replacement in accordance with articles 29.1-29.5 above for remaining term of current composition of DRC.

30. DRC Competence

DRC is competent to hear the following boxing related disputes:

(1) disputes of international dimension arising from IBA Constitution and Regulations, Confederation Constitution and Regulations;

(2) disputes arising from IBA-owned and IBA-sanctioned Competitions (excluding challenging of sporting results);

(3) disputes arising from elections in National Federations;

(4) disputes regarding change of sports nationality and eligibility to represent National Federation;

(5) contractual disputes of international dimension where there is arbitration clause to settle a dispute at DRC.

31. DRC Meetings

31.1. DRC shall meet whenever necessary.

31.2. The meeting of DRC may be held in a form of single arbitrator (the Chairperson of DRC) or in form of the panel consisted of three (3) arbitrators.

31.3. The Chairperson of DRC may take decisions as single arbitrator:

- (a) in case of urgent case or where amount of the case is up to CHF 50,000 (fifty thousand Swiss francs);
- (b) for ratifying the settlement agreement entered into between the parties;
- (c) pronounce, alter and annul provisional measure.

31.4. The meeting of DRC may be conducted in person, or by means of telecommunications. A telecommunications meeting may be held by telephone or by audio-visual link.

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

31.6. The deliberations of meetings of DRC shall be and remain confidential.

32. DRC Decision

32.1. Decision of single arbitrator shall be taken alone. Decisions of the DRC in form of the panel consisted of three (3) arbitrators shall be taken by majority votes.

32.2. The DRC may decide not to communicate the grounds of a decision and instead communicate only an operative part. At the same time, the parties shall be informed that they have ten (10) days from receipt of operative part of the decision to request, in writing, the grounds of the decision, and that failure to do so will result in the decision becoming final and binding.

32.3. If a party requests the grounds of a decision, the motivated decision will be communicated to the parties in full, written form. The time limit to lodge an appeal, where applicable, begins upon receipt of this motivated decision.

32.4. If the parties do not request the grounds of a decision, a short explanation of the decision shall be recorded in the case files.

32.5. The operative part of any decision taken by the DRC shall be published at the BIIU official

website. The DRC may decide to publish any decision taken by it with grounds, subject to any redaction it deems appropriate.

33. Compliance Unit Reporting

Both Tribunal and DRC will report directly to the Managing Board provided that their full independence in decision making process. The Managing Board will decide on the form of such reports.

34. Indemnity, remuneration, and expenses

34.1. IBA will indemnify all arbitrators of Tribunal and DRC from any claims related any decision made by them within the competence of these bodies.

34.2. Subject to annual budget allocated to BIIU, each arbitrator of Tribunal and DRC may be remunerated for serving in these bodies. Amount of said remuneration shall be decided by the Managing Board. The remuneration paid to the arbitrators of Tribunal and DRC will be disclosed in BIIU reports.

34.3. Each arbitrator of Tribunal and DRC will be entitled for compensation of expenses related to traveling same as it is applicable for IBA Officials according to the IBA Financial Regulations.

Section B – Nomination Unit

35. Composition

35.1. The Nomination Unit shall consist of five (5) or more members, including the Chairperson, appointed for the term until further appointment of new composition to be conducted after four (4) years.

35.2. The Chairperson of the Nomination Unit will be appointed by the Managing Board and shall be a lawyer. An office of the Chairperson of the Nomination Unit may be terminated by unanimous decision of the Managing Board. In absence of the Chairperson of the Nomination Unit or in case he is unwilling to perform his/her duties, the Managing Board shall be entitled to appoint Interim Chairperson.

35.3. In order to ensure independence of the elections in IBA, no one can be a member of the Nomination Unit more than two (2) consecutive terms.

36. Appointment and vacancy

36.1. The Nomination Unit members will be appointed by the Managing Board.

36.2. To be eligible to be appointed and to serve as the Nomination Unit member (including the

Chairperson of the Nomination Unit), a candidate must:

- (1) meet the high standards of conduct, reputation and integrity required of the Nomination Unit member;
- (2) has been and is in full compliance with the IBA Conflict of Interest Policy and is free of any actual major Conflict of Interest;
- (3) does not hold any position in any international boxing organization other than IBA or a Confederation, which could be prejudicial to his/her position as the Nomination Unit member or could cause a Conflict of Interest.

36.3. The criteria to be used to assess if a candidate meets the criteria listed under article 36.2 above shall include, without limitation, whether the person:

- (1) is or has been convicted of a criminal offence, is or has been sanctioned for a breach of the Constitution, the Regulations, the IOC's Code of Ethics, anti-doping regulations adopted pursuant to the World Anti-Doping Code or any of its national derivatives, or is the subject of a current or pending prosecution or proceedings for the commission of such an offence or breach, provided however that such conviction or sanction is likely to result in adverse findings being made about the person's credibility, integrity, honesty or reputation;
- (2) is or has been a bankrupt or otherwise insolvent under the law of the candidate's place of domicile;
- (3) is barred from conducting business in any country or worldwide;
- (4) has his/her credibility, integrity, honesty or reputation undermined or having been brought into disrepute, resulting in the risk that his or her association with IBA, or continued association, has or is likely to affect the reputation or the interests of the sport of boxing or of IBA; or
- (5) is unwilling or unable to deal with any potential or actual Conflict of Interest.

36.4. Each candidate shall provide a self-declaration that he/she complies with eligibility criteria mentioned in articles 36.2-36.3 above. The Managing Board will be entitled to verify eligibility of a candidate with assistance of the Independent Vetting Firm. Where it is necessary, a candidate must pass an interview with the Independent Vetting Firm.

36.5. To find appropriate candidates to the Nomination Unit, the Managing Board will open a transparent call through any available resources, including BIIU website and IBA website. A candidate shall submit his/her own application directly to the Managing Board.

36.6. The Managing Board will be entitled to terminate an office of any Nomination Unit member provided that termination of an office of the Chairperson of the Nomination Unit shall be

made in accordance with article 36.2.

36.7. If any member of the Nomination Unit:

- (1) dies whilst in office;
- (2) resigns his/her office;
- (3) has been removed from office following a vote of no confidence adopted by the Managing Board;
- (4) has been removed from office following a decision of ineligibility issued by the Managing Board in case any eligibility criteria of articles 36.2-36.3 is not met;
- (5) is otherwise unable or unwilling for a period in excess of three months to exercise his or her powers for whatever reason;

then the Managing Board will appoint a replacement in accordance with articles 36.1-36.5 above for remaining term of current composition of the Nomination Unit.

37. Powers

The Nomination Unit shall exercise all tasks provided for in the Constitution, these Rules, and the Regulations on Congress and Elections which are related to eligibility checks and assessment of appointments and elections in IBA.

38. Meetings

38.1. The Nomination Unit shall meet whenever necessary.

38.2. The Nomination Unit meetings may be conducted:

- (1) in person, or
- (2) by means of telecommunications. A telecommunications meeting may be held by telephone or by audio-visual link.

38.3. A quorum for a meeting of the Nomination Unit shall be constituted by the attendance at such meeting of not less than half plus one ($1/2 + 1$) of all members.

38.4. A meeting of the Nomination Unit:

- (1) may be convened by the Chairperson of the Nomination Unit of his/her own motion if he/she considers that such a meeting is necessary or desirable;
- (2) must be convened by the Chairperson of the Nomination Unit in response to a request by the IBA President, the IBA Board, the Managing Board, the Managing Director, or if not less than one third plus one ($1/3 + 1$) of all members of the Nomination Unit request such a meeting.

38.5. The Chairperson decides on agenda of each meeting. Agenda for a meeting convened in

accordance with article 38.4 (2) shall include the item or items of business resulting in the convening of such meeting.

- 38.6. All members of the Nomination Unit shall be entitled to deliberate and vote on all matters of an agenda; save only that any member of the Nomination Unit with a conflict of interest regarding such matter shall not be entitled to deliberate and vote on the same.
- 38.7. Save as provided by article 38.8, the deliberations of the Nomination Unit meetings shall be and remain confidential.
- 38.8. Members of the Nomination Unit may, by a majority vote of those present at the meetings, direct that:
- (1) the minutes of the meeting, or a part or parts thereof;
 - (2) a report of the deliberations of the Nomination Unit at such meeting; and/or
 - (3) a note of any decision or decisions taken by the Nomination Unit at such meeting; be made public.
- 38.9. Members of the Nomination Unit must attend its meetings in person. Except for interpreters, accompanying persons or substitutes are not admitted to such meetings. The Chairperson of the Nomination Unit may invite interested parties to attend the meeting if deemed necessary.
- 38.10. Unless otherwise specified in these Rules, decisions of the Nomination Unit shall be taken by majority votes of those present at the meetings.

39. Reporting

The Nomination Unit will report directly to the Managing Board provided that the Nomination Unit has full independence in decision making process. The Managing Board will decide on the form of such reports.

40. Indemnity, remuneration, and expenses

- 40.1. IBA will indemnify all members of the Nomination Unit from any claims related any decision made by them within the competence of this body.
- 40.2. Subject to annual budget allocated to BIIU, each member of the Nomination Unit may be remunerated for serving in the Nomination Unit. Amount of said remuneration shall be decided by the Managing Board. The remuneration paid to the members of the Nomination Unit will be disclosed in BIIU reports.
- 40.3. Each member of the Nomination Unit will be entitled for compensation of expenses related to traveling same as it is applicable for IBA Officials according to the IBA Financial Regulation.

CHAPTER 4 – FINANCES AND ACCOUNTS

41. Funding

- 41.1 The IBA Board will allocate any funding that is required for BIIU to undertake its functions and fulfil its responsibilities. A request for any additional funding to the IBA Board shall be made by Managing Board Chairperson.
- 41.2 The Managing Board will be entitled to propose to the agenda of the IBA Congress an item of BIIU fundings and the IBA Board will ensure including of such item into agenda. The Managing Board Chairperson or other appointed member will present relevant item to the delegates of the IBA Congress. During a discussion of an item of BIIU fundings the Managing Board Chairperson or other appointed member will be entitled to request the IBA Congress to increase a funding allocated to BIIU.
- 41.3 Funding allocated to BIIU will only be used to fulfil the mandate of BIIU, and for no other purposes.
- 41.4 Any costs paid by the parties for dispute resolution will increase BIIU funding and will only be used to fulfil the mandate of BIIU, and for no other purposes.
- 41.5 In the event there is unexpended funding at the end of the period for which it was allocated, the amount of the unexpended funding will be disclosed to the IBA Board together with the reason for such underspend. Such unexpended funding may only be carried over into subsequent periods for use by BIIU with the prior approval of the IBA Board.

42. Accounts

- 42.1 BIIU will have the same financial year as IBA, i.e., from 1 July to 30 June.
- 42.2 BIIU will use financial recording systems that are the same as those used by IBA.
- 42.3 The Managing Board will prepare and approve annual financial statements for BIIU in the same form as is used for IBA annual financial statements. IBA Finance Department and IBA Finance Committee will assist the Managing Board in preparation of annual financial statements for BIIU. The annual financial statements of BIIU will be consolidated into and form part of IBA annual financial statements.
- 42.4 As per recommendation of the Managing Board to the IBA Board, IBA shall open in the name of the 'IBA – Boxing Independent Integrity Unit' of such bank accounts as the Managing Board considers necessary or helpful to carry out the BIIU's mandate. These bank accounts will be managed by the Managing Director under guidelines of the Managing Board.

43. Audit

43.1 BIIU accounts will be audited as a part of IBA accounts in accordance with article 44 of the Constitution.

43.2 The IBA Board may appoint an independent auditor for dedicated audit of the BIIU accounts.

CHAPTER 5 – MISCELLANEOUS

44. 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.

45. Transitional provisions

All cases opened by the Disciplinary Committee and Ethics Committee shall be transferred to the Tribunal.

46. Final provisions

These Rules are adopted by the IBA Board on 8 December 2023 upon recommendation of the Managing Board and comes into force with immediate effect.