

# **AIBA Conflict of Interest Policy**

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## PREAMBLE

In order to protect AIBA and boxing reputation and integrity, handling conflicts of interest shall be taken seriously by AIBA. Conflicts of interest matter because they affect discussions and decision-making and may result in decisions being reached that are not in the best interests of AIBA, the Confederations or the National Federations. They can give the impression – both internally and toward the wider public – that improper conduct has occurred even when it has not. It may also happen that conflicts of interests set the stage for more serious events, including fraud and bribes. With this Policy, AIBA aims to:

- (a) prevent ethical misconduct and possible criminal activity that can start with a conflict of interest;
- (b) build a solid disclosure process;
- (c) eliminate favouritism or unfair advantages;
- (d) dismiss any preferential treatment and unfair advantages;
- (e) minimise risks of cronyism and patronage.

## INTERPRETATION

- 1.1 Capitalized terms used in this Policy shall have the meaning ascribed to them in the Constitution and the AIBA Code of Ethics (“**Code**”).
- 1.2 In this Policy, unless otherwise specified:
- (a) references to articles are references to articles in this Policy;
  - (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 Policy and the Constitution, the Constitution shall prevail.
- 1.3 All headings and titles in this Policy have been inserted for ease of reference only and may not be considered as an aid to its interpretation.

## SECTION 1 – GENERAL PROVISIONS

### 1 Scope of Application

- 1.1 This Policy shall apply to all persons bound by the Code (“**Bound Persons**”).
- 1.2 This Policy applies to conduct whenever it occurred.

### 2 General Principles

- 2.1 In order to make sound decisions when faced with a conflict of interest, all Bound Persons need to understand the risks of organisational and personal conflicts of interest, what situations to avoid, why they should be avoided and how to report conflicts.
- 2.2 Acknowledgement and compliance with this Policy enables to make sound decisions when faced with a conflict of interest by identifying, disclosing and mitigating the conduct appropriately.

### 3 Conflict of Interest

- 3.1 A conflict of interest may arise when personal interests, activities or relationships affect an individual's ability to be impartial and do what is in the best interest of AIBA, Confederations or National Federations. A conflict of interest may arise when a Bound Person has:
- (a) a personal conflict of interest, i.e. where a Bound Person has an interest personal to him / her (which may be financial or non-financial) which conflicts, or may conflict, with the best interests of AIBA, Confederations or National Federations; or
  - (b) an organisational conflict of interest, i.e. where a Bound Person owes a duty to another body (such as being an employee, elected official, shareholder, trustee, commercial partner, etc) which conflicts, or may conflict, with the best interests of AIBA, Confederations or National Federations.
- 3.2 A conflict of interest can be actual, potential or perceived. When it comes to conflicts of interest, facts, appearances and perceptions matter. A perception of a conflict of interest can be just as harmful as an actual conflict. When a perception of a conflict exists, it can harm the personal reputation of the Bound Person and the reputation of AIBA, Confederations and National Federations.
- 3.3 The Bound Persons should strive to avoid situations where it would be perceived that they benefit, directly or indirectly, or allow a third party to benefit, from the decision they make. Not all conflict of interest's situations imply wrongdoings. However, when identified and well-managed, the risks of compromising the Bound Persons or AIBA, Confederations or National Federations' integrity can be minimised.
- 3.4 The best way to avoid reputational issues is to know how to identify and disclose a conflict of interest when it occurs. Each Bound Person must – where possible – avoid situations that conflict with the interests of AIBA, Confederations and National Federations.

#### **4 Responsibility to comply with this Policy**

Each Bound Person is responsible for compliance with this Policy. Breaches of this Policy can lead to disciplinary sanctions in accordance with the Code. For an employee a breach of this Policy can lead to early termination of employment.

## **SECTION 2 – DEALING WITH CONFLICTS OF INTEREST**

### **5 Identifying Conflict of Interest Situation**

5.1. Ending up in a conflict of interest situation can happen to any Bound Person and is not necessarily wrong. A conflict that is not disclosed in a timely manner can become an issue. Transparency through disclosure is critical and helps to protect the Bound Persons and AIBA, Confederations or National Federations' integrity and reputation.

5.2 The most common examples of conflicting situations are:

- (a) **Outside employment:** a Bound Person or his/her relative is employed by, provides services for, or receives payments/other benefits from a supplier or partner from AIBA, a Confederation or National Federation;
- (b) **Financial interests:** a Bound Person or his/her relative has an investment or other financial interest in a business partner, and, in his/her role within AIBA, a Confederation or a National Federation, a Bound Person has a working relationship with or responsibility towards this business partner;
- (c) **Personal relationships:** 1) a Bound Person supervises or is supervised by a relative; 2) a Bound Person hires a relative; or 3) a Bound Person hires, directly or indirectly, a relative as a supplier.
- (d) **Corporate opportunities:** a Bound Person takes personal advantage of a business opportunity that AIBA may also have an interest in.

5.3 The list in article 5.2 provides just examples of the most common conflict of interest situations, but it is not exclusive.

## **6 Disclosing Conflicts of Interest**

6.1 Avoiding conflict of interest situations is not always possible, but the Bound Persons are required to take the necessary steps to disclose any conflict that may occur. Within AIBA, Confederations and National Associations, the disclosure process shall be a straight-forward and includes:

- (a) **Disclosure of conflicts, renewed annually:** each Bound Person is required, during any process aiming at being hired, appointed or elected within AIBA, a Confederation or a National Federation, to spontaneously disclose and submit any conflict of interest to the relevant organisation by completing a Conflict of Interest Declaration Form. Within the AIBA, such disclosure shall be submitted to the AIBA Head Office. This disclosure will be renewed annually and each Bound Person is required to complete and submit a Conflict of Interest Declaration Form

each year, by **31 March** at the latest;

- (b) **Ad-hoc disclosure:** if the disclosure in the Conflict of Interest Declaration Form is no longer up to date, or if a situation of conflict of interest occurs, the Bound Persons are required to immediately inform the relevant organisation, possibly by filing an updated Conflict of Interest Declaration Form.

6.2 When a conflict of interest is reported by the Bound Person, an organisation shall submit this report to the relevant body responsible for the ethics compliance (e.g. the Ethics Committee within AIBA) to solve the issue in accordance with articles 7 and 8 of this Policy.

6.3 The Conflict of Interest Declaration Form is attached in the annex hereto.

## **7 Mitigating Existing Conflict of Interest**

Disclosure provides transparency of real, potential or perceived conflict of interest's risks that the Bound Person might be exposed to. Upon advice from the relevant body responsible for the ethics compliance (e.g. the Ethics Committee within AIBA), the appropriate mitigation steps shall be undertaken. Mitigation of a conflict can go from awareness of the conflict to full avoidance of the conflicting situation.

## **8 Resolving Process**

8.1 The relevant body responsible for the ethics compliance (e.g. the Ethics Committee within AIBA) shall assess any conflict of interest as follows:

- consolidate and evaluate all relevant facts;
- identify possible risks due to the conflict of interest;
- consult (if needed) with other departments or bodies (legal, finance, HR etc.) to conclude on actions;
- discuss on the gathered facts and information relating to the conflict with the Bound Person concerned; take a decision, as further specified in article 7.2.

7.2 Once the assessment of a situation of conflict of interest has been completed, the relevant body responsible for the ethics compliance (e.g. the Ethics Committee within AIBA) shall either find an agreement with the Bound Person concerned or issue an appropriate decision, which may include:

- (a) **Accepting the conflict of interest:** the Bound Person and AIBA, the Confederation or the National Federation are fully aware of the conflict of interest

and the situation is deemed to have minor risk exposure for the Bound Person and relevant organisation itself. Hence, the conflict of interest is accepted and will be monitored going forward;

- (b) **Mitigating existing conflict of interest:** the conflict of interest requires mitigation action, e.g. the Bound Person needs to withdraw himself from / shall not participate in the proceedings and is to abstain in any vote;
- (c) **Rejecting situations including conflict of interest:** where a conflict cannot be mitigated, a potential situation may have to be rejected, e.g. not hiring a relative of a Bound Person in a situation of conflict of interest or the Bound Person in a situation of conflict of interest needs to withdraw from the whole affected proceedings or to renounce to his/her position;
- (d) **Not considering a situation as a conflict of interest:** the assessment concludes that no conflict of interest exists.

### **SECTION 3 – FINAL PROVISIONS**

#### **8 Adoption and Enforcement**

- 8.1 This Policy is adopted by the Board on April 8, 2021, comes into force on April 8, 2021 and replace any previous edition of the AIBA Conflict of Interest Policy.
- 8.2 This Policy applies to any conflict of interest situation existing on the date when this Policy came into force and any further conflict of interest situation to be arose after this Policy came into force.

## CONFLICT OF INTEREST DECLARATION FORM

Annual

Ad-hoc

*Note: Tick appropriate*

**This Declaration Form is submitted to:**

*Note: Fill organization name where this Declaration Form is submitted*

by the following Bound Person in accordance with AIBA Conflict of Interest Policy:

Name	
Position in boxing	
Address	
Phone	
Email address	

*Note: Fill all lines*

With reference to the AIBA Code of Ethics and to the AIBA Conflicts of Interest Policy, I declare that:

- I do not have and do not anticipate having any conflict of interests (actual, potential or perceived), except as disclosed below (or on the attached sheet);
- I agree to make immediate disclosure of any additional, actual, potential or perceived conflict of interests that may arise subsequent to the preparation of this declaration, by way of a separate declaration;
- I am aware that a failure to declare a situation of potential conflict of interests may lead to measures and sanctions as per the AIBA Code of Ethics.

Declaration of conflict of interest (actual, potential or perceived):

- Positions held in boxing: \_\_\_\_\_  
\_\_\_\_\_
- Current jobs/paid positions: \_\_\_\_\_  
\_\_\_\_\_
- Significant financial or other interests in the following: \_\_\_\_\_  
\_\_\_\_\_
- Other facts that may give rise to may constitute actual, apparent or potential conflicts of interest: \_\_\_\_\_  
\_\_\_\_\_

*Note: Fill above mentioned lines, if necessary*

Additional comments concerning any of the above statements (optional):

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I am aware that this Form will be submitted to the AIBA Head Office and, possibly, the AIBA Ethics Committee.

*Note: please complete this declaration with relevant documents if necessary*

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*Place and date*

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*Original Signature*  
*(Electronic signature and/or stamp will not be accepted)*