

FIS Code of Ethics for Council Members

Preamble

The governance of the **International Ski and Snowboard Federation** (FIS) is defined in its Statutes, Rules and Regulations which amongst others define the organization's Identity, Jurisdiction, Objectives, Membership, Representation, Decision-making process, Transparency, Communication and Finances.

Scope of application

Art. 1

The present Code is applicable to members of the FIS Council including President and Secretary General each of these persons being referred to hereinafter as a 'Party' and required to confirm their acceptance of the FIS Code of Ethics forthwith after their election, nomination or date of hiring.

Principles

Art. 2

Each party must, in the carrying out of its duties within FIS, comply with the principles of:

1. Human dignity
2. Non-discrimination, for whatever reason including, but not limited to, race, gender, nationality, ethnic origin, religion, philosophical and political opinions, and marital status.
3. Non-violence, including abstaining from any kind of pressure and harassment, whether physical, mental, professional or sexual
4. Friendship, mutual aid and fair-play
5. Integrity
6. Priority of the interests of skiing¹ and of the FIS in relation to personal interests
7. Priority to the interests of sport and athletes in relation to financial interests
8. Protection of the environment
9. Political neutrality
10. Olympism.

Art. 3

All parties shall, on all occasions and to the best of their ability, serve the interests of skiing and FIS. They shall refrain from any behaviour which may jeopardize skiing, snowboarding or the reputation of FIS.

Integrity

Art. 4

The Parties shall refrain from asking, accepting or proposing, either directly or indirectly, any payment or commission, any advantages or services of any kind, whether it is in exchange for their work carried out for FIS, and which has not been agreed with or authorized by the FIS Council. They will inform FIS of any offers of this kind which are made to them, in writing, as soon as is reasonably possible.

Art. 5

Only symbolic gifts may be offered or accepted by the Parties, as a mark of respect or as a token of friendship in accordance with local custom. Any other gifts received must be registered with FIS. Any special gifts offered to a third-party must have been authorized in advance by the FIS Council.

In the same way, the Parties and any other person accompanying them shall not accept hospitality offered by their hosts if this goes beyond the limits fixed by the norms in force in the countries of the latter. Any case which contravenes this measure shall be brought before the Ethics Commission.

Art. 6

The Parties who represent FIS on outside organizations shall be obliged to vote in accordance with the instructions that they may have received from the competent authority at FIS. They shall not accept from any third-party any instructions to vote or any intervention of any nature.

Conflict of interests

Art. 7

According to article 11.4.1.1 of the FIS Statutes, Council Members vote as individual representatives and not as representatives of their National Association. It is the responsibility of the Council to make the necessary decisions in the interests of and all FIS Member Associations that the Council Members have been elected to represent.

Art. 8

There may be a conflict of interests when the objectivity of one Party, in expressing an opinion or when a decision is being made within FIS, may be influenced or be perceived as being influenced due to personal or financial interests. The basic principle involved in this policy is that neither benefits received nor the private interests of a party may affect the objectivity and impartiality of their judgments in the performance of their duties and responsibilities.

Art. 9

Once a potential or actual conflict of interest arises, the Party involved shall be obliged to immediately declare the conflict and refrain from taking part in any discussion or decision regarding that issue.

In the event that clarity and advice is required as to whether a conflict of interest exists, the Party must nevertheless declare the conflict as set out above and may inform the Ethics Committee, which will instruct it on how to avoid or resolve the dispute. If the Ethics Committee cannot be consulted in due time, the Party in question shall refrain from taking any action or any measures which may lead to the risk of a conflict of interests.

Confidentiality

Art. 10

Parties shall refrain from disclosing any information concerning FIS or its activities, which has not been made public, except if the disclosure of that information has been authorized by the FIS Council or made obligatory by a rule or by an applicable policy.

Oberhofen, August 2023