

INTERNATIONAL HOCKEY FEDERATION

STATUTES

With effect from ~~5-9~~ November
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STATUTES OF THE INTERNATIONAL HOCKEY FEDERATION

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ARTICLE 1 - NAME AND PURPOSES

- 1.1. These *Statutes*, together with the *Regulations* issued under them, form the constitution of the International Hockey Federation (or "*FIH*"), an international non-governmental not-for-profit association founded for an unlimited period of time under, and governed by, Articles 60 et seq. of the Swiss Civil Code.
- 1.2. The official seat of the *FIH* is Lausanne, Switzerland, and these *Statutes* are governed by and shall be interpreted and applied in accordance with Swiss law, using the definitions and principles of interpretation set out in Article 15 of these *Statutes*. (Words and terms that are defined in Article 15 appear in italics). The official languages of the *FIH* are English and French. Any communications to the *FIH* must be in one of these official languages.
- 1.3. The *FIH* is recognised by the International Olympic Committee, as well as by the *FIH's Members* and the *Continental Federations*, as the sole ultimate governing body for the sport of *Hockey* throughout the world. In that capacity, the *FIH* asserts its authority over all current and future forms, variations and derivatives of the sport, including those forms, variations and/or derivatives modified or derived from its traditional form, irrespective of the number of players involved, or the type of venue or playing surface used (excluding only ice-hockey).
- 1.4. The fundamental purposes of the *FIH* are:
 - (a) to promote and develop *Hockey* at all levels throughout the world, in accordance with the rights and freedoms of the Olympic Charter, and without discrimination of any kind, such as race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - (b) to govern and regulate the sport at the international level, and to recognise *Continental Federations* and *National Associations* to govern and regulate the sport at a continental/national level, in accordance with and subject to the *FIH's* ultimate authority over the sport;
 - (c) to protect the independence and autonomy of the *FIH* and its *Members* and *Continental Federations* to govern and regulate the sport, including exercising the right of democratic elections free from any outside influence;
 - (d) to control the organisation and scheduling of competitions (including, without limitation, any virtual or e-gaming competitions, "world" or "international" championships and other events purporting to be "world" or "international" events or to determine "world" or "international" champions of *Hockey*), so as to ensure that the sporting calendar is organised and scheduled in accordance with the best long-term interests and priorities of the sport as a whole;
 - (e) to preserve the integrity of the sport, including (without limitation) by adopting rules implementing the World Anti-Doping Code and other appropriate codes of conduct and ensuring that such rules and codes are enforced at all *Hockey* events sanctioned by the *FIH*, a *Continental Federation* and/or a *Member* (as applicable); and
 - (f) to establish and maintain an efficient administration to control, regulate and direct the affairs of the *FIH* and the sport of *Hockey*
- 1.5. This version of the *Statutes* was adopted at the meeting of *Congress* online on 5 November 2022 and comes into force on that date.

ARTICLE 2 – MEMBERS

2.1. One Country, one Member

In accordance with the Olympic Charter, membership of the *FIH* is open to one *National Association* (or "*NA*") for each *Country*. The sole and exclusive authority of a *Member* to govern *Hockey* at the national level shall extend as far as the political boundaries of the *Country* that it represents.

2.2. Rights and obligations of *Members*

- (a) Subject always to the other provisions in the *Statutes*, *Regulations* and other rules and regulations and decisions of FIH, full *Members* shall enjoy all of the rights and benefits conferred on *Members* by the *Statutes* and *Regulations*, including (without limitation):
- (i) recognition as the sole governing body for *Hockey* in that *Member's* Country as per Article 4.3;
 - (ii) right to participate in meetings of *Congress* and to cast a vote on resolutions put to *Congress* as per Article 6.3 (b);
 - (iii) to make proposals for inclusion on the agenda of the *Congress* as per Article 6.2 (a);
 - (iv) to nominate candidates for the *Executive Board*, including as *President* as per Article 7.2 (bc);
 - (v) to take part in FIH *International Events*;
 - (vi) to take part in FIH assistance and development programs;
 - (vii) to exercise all other rights arising from the *Statutes* and *Regulations*, other rules and regulations and decisions of FIH.
- (b) Each full *Member* and provisional *Member*:
- (i) must respect and further the purposes set out in Article 1.4 of these *Statutes*;
 - (ii) must pay when due all *Member* subscriptions decided upon by *Congress* and any other monies due and owing to the *FIH*. Any *Member* that has failed to pay any part of any subscription or other debt when due for payment to the *FIH*: (A) may not enter any team in an *International Event* without the approval of the *Executive Board*, unless it settles all such debts at least ninety (90) days before the start of the *International Event* in question; and (B) may not attend (and so may not vote at) any meeting of *Congress* unless the full amount owing is paid (in fully cleared funds) at least 24 hours before the start of the meeting;
 - (iii) must determine its office-holders by democratic elections, ensuring at all times an adequate minimum representation of each gender within its governance structure;
 - (iv) must manage its affairs autonomously and without interference from bodies outside the Olympic Movement;
 - (v) must comply in all respects with the *Statutes* and *Regulations*, including (without limitation) the submission to the authority and jurisdiction of the *FIH* and its constituent bodies set out at Article 4.1 of these *Statutes*;
 - (vi) must adopt and implement and enforce within its *Country Regulations* that are consistent with the *Statutes* and *Regulations*, including (without limitation): anti-doping regulations that are compliant with the World Anti-Doping Code and the *FIH* Anti-Doping Rules; regulations that are compliant with (a) the *FIH's* Anti-Corruption Regulations (included in the *FIH* Integrity Code) and (b) the *FIH* Sanctioned and Unsanctioned Events Regulations (each as amended from time to time);
 - (vii) must recognise and enforce within its *Country*: (A) all decisions of the *FIH's* constituent bodies and/or by officials made under the *Statutes* and *Regulations*; (B) periods of ineligibility and other disciplinary sanctions imposed by the *FIH*, the *Disciplinary Commissioner* or the *Judicial Commission*; and (C) periods of ineligibility and other disciplinary sanctions imposed by *CFs* or by other *Members*; and

- (viii) must file an annual report when requested by the *Executive Board* within ninety (90) days of such request, reporting on the *Member's* activities (including major domestic championships and international competitions staged, and drug-testing conducted) in the previous year.
- (c) Neither these *Statutes* nor membership of the *FIH* shall create a partnership or agency relationship between the *FIH* and its *Members*. *Members* are not liable for the debts or obligations of the *FIH*, and the *FIH* is not liable for the debts or obligations of *Members*.

2.3. Criteria for membership

To be and to remain a *Member*, an *NA* must satisfy (both at the time it applies for membership and at all times after it has been admitted as a *Member*) all of the following requirements:

- (a) It must be concerned solely and exclusively with the administration, organisation and playing of *Hockey* and not with any other sport (provided that the *Executive Board* may make special and temporary exceptions from this requirement in respect of new small *NAs*).
- (b) It must claim the exclusive right to govern both men's and women's *Hockey* in its *Country*, i.e., it must not recognise any other body's claim to govern either men's or women's *Hockey* in its *Country* (other than by exercise of powers delegated to that other body by the *NA*).
- (c) Its constitution must declare (i) its opposition to discrimination of any kind, such as discrimination on the grounds of race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; and (ii) its formal undertaking to be bound by and to comply with the obligations placed on *Members* under the *Statutes and Regulations*.
- (d) It must be solvent or have the resources to run its hockey activities.
- (e) The *Executive Board* must have confirmed that its constitution or *Statutes* (and any amendments thereto from time to time) the Sanctioned and Unsanctioned Events Regulations, and the Anti-Corruption Regulations are compliant and consistent in all respects with these *Statutes* and the *Regulations*. The *Members'* constitution or rules and regulations must provide for a transparent procedure that guarantees the complete independence of its election(s) and appointment(s).

2.4. Applications for membership and transfers of membership

(a) Membership Application Process

Only *Congress* may admit an *NA* as a full *Member*. Applications for membership may be made as follows:

- (i) An *NA* wishing to become a *Member* for a *Country* for which there is no current *Member* must apply in writing to the *Executive Board*.
- (ii) A *Member* may not transfer its membership of the *FIH* to any other body without the prior written permission of the *FIH*. A *Member* may apply in writing to the *Executive Board* for such permission. The proposed transferee body must also be a party to the application.
- (iii) Where a *Member* has been suspended by the *Executive Board* or by *Congress*, another body may apply in writing to the *Executive Board* to be admitted to membership in place of that *Member*. Upon receipt, the **CEO-Director General** shall send a copy of the application to the suspended *Member*, which shall have thirty (30) days from receipt of the application to notify the **CEO-Director General** if it disputes the application. *Congress* will consider the application at its next ordinary meeting. If the suspended *Member* has given the required notice by that deadline, it shall be given the opportunity to be heard by *Congress* before *Congress* makes any decision on the application. Furthermore, any such decision shall be subject to appeal by the applicant body or by the suspended *Member* to the *CAS* in accordance with Article 14.3(b)(i) of these *Statutes*.

- (iv) On referral from the *Executive Board*, Congress may consider any other type of application for membership, in its absolute discretion.

(b) *Documents required to apply for FIH Membership*

The application must provide the following documents and information to apply for FIH Membership:

- (i) The proposed name and address of the *NA* seeking admission as a *Member*.
- (ii) A copy of the *NA*'s constitution or Statutes (translated into English or French if necessary), as well as other evidence establishing that the *NA* satisfies (or, in the case of an application for transfer, would upon such transfer satisfy) all of the criteria set out in Article 2.3.
- (iii) The names, addresses and genders of the officers of the *NA*.
- (iv) The number of clubs, schools or other sporting units that are members of the *NA*.
- (v) An endorsement or confirmation by its National Olympic Committee (NOC) or Sports Ministry (or equivalent body, being the highest national authority for sport in that country), that the applicant is the body solely responsible for governing hockey for men and women in that country.
- (vi) A declaration that it has applied for membership of its Continental Federation (CF).
- (vii) A declaration that ~~the~~ it is solvent, or a confirmation by its NOC or Sports Ministry of its financial viability or that it has the resources to run its hockey activities.
- (viii) Any further documents or information that that Executive Board considers relevant to the application.

(c) *Decision Process*

(i) If and when the *Executive Board* is satisfied that the application satisfies all applicable requirements, it will submit the application to the next meeting of *Congress* for decision. However, save where the application is to replace a suspended *Member*, the *Executive Board* may admit an applicant *NA* as a provisional *Member* pending that meeting where it appears from the application that the *NA* meets all of the relevant requirements for membership. A provisional *Member* may attend and speak but may not vote at meetings of *Congress*. In all other respects, provisional *Members* shall enjoy the same rights and benefits as full *Members*.

(ii) If the *Executive Board* declines to submit the application to *Congress*, or if *Congress* rejects the application, the applicant *NA* may appeal that decision to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.

(d) *Competing Claims*

If membership for a particular *Country* is vacant, and more than one body applies to be admitted as a *Member* for that *Country*, or in other circumstances where there are competing claims to be entitled to membership for a particular *Country* and the *Executive Board* deems it appropriate to apply this clause, the competing claims shall be resolved as follows:

- (i) The *Executive Board* will specify the criteria by which the competing claims are to be assessed.
- (ii) The *Executive Board* will appoint appropriate persons to a committee to consider the respective claims of the competing bodies, in accordance with a fair and impartial process, and then to make a written recommendation as to which of those bodies, in the committee's view, best meets the criteria and so should be the *FIH's Member* for that *Country*.

- (iii) The *Executive Board* will submit that recommendation to the next meeting of *Congress* for decision. However, if it sees fit the *Executive Board* may admit/treat the recommended body as a provisional *Member* pending that meeting, strictly without prejudice to the powers of *Congress* pursuant to sub-clause (iv), below.
- (iv) At its next meeting, *Congress* will consider the competing claims, together with the committee's recommendation, and will give each claimant an equal opportunity to be heard by *Congress*, before deciding which claim to accept.
- (v) The decision of *Congress* shall be final. The rejected claimant may challenge that decision exclusively by appeal to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.

2.5. **Withdrawal from membership**

Any *Member* may withdraw from membership of the *FIH* at the end of any calendar year provided it has given the *FIH* at least six (6) months' notice in writing of such withdrawal and has paid in full all monies that it owes to the *FIH* and/or a *CF* or other *Member*.

2.6. **Suspension or expulsion**

- (a) Upon the proposal of the *Executive Board*, *Congress* may (by resolution supported by a *Special Majority*) suspend or expel any *Member* from membership of the *FIH* on any of the following grounds:
 - (i) The *Member* owes more than two annual subscriptions.
 - (ii) The *Member* has become insolvent, suspended operations, dissolved, or otherwise ceased to exist, or proposes to do any of those things.
 - (iii) The *Member* no longer satisfies all of the criteria for membership set out in Article 2.3.
 - (iv) The *IOC* suspends the *NOC* for the *Member's Country* and asks the *FIH* to suspend the *Member*.
 - (v) A body from outside the Olympic Movement interferes with the autonomy of the *Member*, in respect of its operations and/or its composition or otherwise (and in such circumstances the *FIH* may ask the *IOC* to suspend the corresponding *NOC*).
 - (vi) The *Member* commits a serious or persistent breach of its obligations as a *Member*, or neglects or compromises the interests of the *FIH*, or there is other just cause to expel the *Member*.

PROVIDED ALWAYS THAT the *Member* shall be given due notice of any such proposal for suspension or expulsion, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by *Congress* before any final decision is made in respect of such proposal. Furthermore, any such decision shall be subject to appeal by the *Member* to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.

- (b) Only *Congress* may expel a *Member*. However, the *Executive Board* may at any time (by resolution supported by a *Special Majority*) suspend a *Member* on any of the grounds set out in Article 2.6(a) pending consideration by *Congress* at its next meeting of the *Executive Board's* proposal for suspension or expulsion of that *Member*. The *Executive Board* shall give the *Member* due notice and an opportunity to be heard (by means of written submission, unless otherwise specified by the *Executive Board*) before it makes any such decision. Furthermore, the suspended *Member* may appeal to the CAS in accordance with Article 14.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision to suspend the *Member* pending *Congress's* consideration of the matter.
- (c) A *Member* that has been suspended may not exercise any of the rights or benefits of *Membership* of the *FIH* during the period of such suspension. In particular, a suspended *Member* may not attend meetings of *Congress* other than to be heard in accordance with Article 2.4(a)(iii) or Article

2.6(a) of these *Statutes*. Other *Members* may not maintain sporting contact with a suspended *Member*.

- (d) An *NA* that has been excluded ceases to be a *Member*. To regain its status as a *Member*, it must make a new application in accordance with Article 2.4 that is accepted by *Congress*. Such application shall not be referred by the *Executive Board* to *Congress* unless and until the applicant has paid in full any subscriptions and/or other amounts owing to the *FIH* from its previous period of membership.

2.7. Other powers

In cases where action is warranted but expulsion or suspension would be inappropriate, *Congress* (or the *Executive Board*, subject to ratification by *Congress* at its next meeting) has the power to caution or censure a *Member*, withhold grants or subsidies from a *Member*, exclude a *Member's* national representative team(s) from an *International Event* or *International Events*, remove or deny accreditation to officers or other representatives of a *Member*, or take such other action as it deems appropriate, provided that the *Member* shall be given due notice and an opportunity to be heard before any final decision is made, and any such decision shall be subject to appeal by the *Member* to the *CAS* in accordance with Article 14.3 of these *Statutes*. A decision by the *Executive Board* shall not be 'final' for these purposes, and therefore no appeal will lie to *CAS* from such decision, but if necessary the *Member* affected may appeal to the *CAS* in accordance with Article 14.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision pending *Congress's* consideration of the matter.

ARTICLE 3 – CONTINENTAL FEDERATIONS

- 3.1. *Congress* may recognise a *Continental Federation* (or "*CF*") for each continent on which *Hockey* is played. Upon such recognition, the *CF* shall enjoy the rights and benefits conferred on *CFs* under these *Statutes*, including (without limitation) recognition as the sole continental authority for *Hockey* in that continent, in accordance with Article 4.3 of these *Statutes*, and the right for its President to represent it on the *Executive Board*, in accordance with Article 7 of these *Statutes*.
- 3.2. To be recognised as a *Continental Federation*, a body must satisfy (both at the time it applies for recognition and at all times thereafter) all of the following requirements:
 - (a) It must claim jurisdiction over one of the continents recognised by the Association of National Olympic Committees, and the *FIH* must not have recognised any other body as *CF* for that continent.
 - (b) The *Statutes* establishing the body must have been approved by the *Executive Board* as compliant and consistent in all respects with these *Statutes* and *Regulations*. They must include provisions (i) declaring the *CFs* opposition to any discrimination of any kind, such as race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; (ii) formally undertaking to be bound by and to comply with the *Statutes and Regulations*; (iii) incorporating anti-doping regulations that are compliant with the World Anti-Doping Code and the *FIH* Anti-Doping Rules; (iv) incorporating regulations that are compliant with the *FIH's* Anti-Corruption Regulations (included in the *FIH* Integrity Code) and the *FIH* Sanctioned and Unsanctioned Events Regulations; (v) uphold fair and transparent election processes;
 - (c) It must agree not to amend its *Statutes*, or to adopt any bye-laws or rules and regulations for the conduct of its affairs, without the approval of the *Executive Board*.
 - (d) It must admit into membership *NAs* that are *Members* of the *FIH* for Countries that are located within the continent for which the *CF* is responsible, and only those *NAs*; and it must continue to recognise an *NA* as a *Member* of the *CF* for so long as that *NA* is and remains a *Member* of the *FIH*. If the *Member* withdraws from or is suspended or expelled from membership of the *FIH*, it shall automatically be deemed to have withdrawn from, or to be suspended or expelled from membership of the *CF*.

- 3.3. Each *CF* shall derive its authority from the *FIH*, and shall be responsible for:
- (a) the administration, promotion and development of *Hockey* for men and women within its continent, pursuant to a strategic plan that is developed and maintained in consultation with the *Executive Board* and is consistent with the *FIH*'s own strategic plan;
 - (b) the organisation of such *International Events* as are delegated to it by the *Executive Board*, on such terms and conditions as the *Executive Board* may specify;
 - (c) the organisation and/or sanctioning of other tournaments, events and matches within its continent in accordance with the *Statutes* and *Regulations* (provided that the proposed dates for such tournaments, events and matches must be approved in advance by the *Executive Board*);
 - (d) establishing and enforcing appropriate disciplinary procedures for all tournaments, events and matches that it organises; and
 - (e) the financing of its activities by way of membership subscriptions, fees for staging or participating in tournaments, events and matches under its jurisdiction, and/or exploitation of commercial and other rights.
- 3.4. The *Executive Board* may delegate other powers and/or responsibilities to *CFs*.
- 3.5. These *Statutes* shall not create a partnership or agency relationship between the *FIH* and the *Continental Federations*. *CFs* are not liable for the debts or obligations of the *FIH*, and the *FIH* is not liable for the debts or obligations of *CFs*.
- 3.6. Congress may suspend or withdraw a *CFs* recognition for just cause, PROVIDED ALWAYS THAT in any such case the *CF* shall be given due notice of any proposal for suspension or withdrawal of recognition, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by Congress before any final decision is made in respect of such proposal. Furthermore, any such decision shall be subject to appeal by the *CF* to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*.
- 3.7. If the *Executive Board* decides that any *CF* is failing to carry out its responsibilities in a satisfactory manner, it may withdraw the *CFs* authority for such responsibilities, caution or censure the *CF*, withhold grants or subsidies from the *CF*, or take such other action as it deems appropriate, subject in each case to ratification by Congress at its next meeting. The *Executive Board* shall give the *CF* due notice and an opportunity to be heard (by means of written submission, unless otherwise specified by the *Executive Board*) before it makes any such decision. Furthermore, any final decision shall be subject to appeal by the *CF* to the CAS in accordance with Article 14.3(b)(i) of these *Statutes*. A decision by the *Executive Board* shall not be 'final' for these purposes, and therefore no appeal will lie to CAS from such decision, but if necessary the *CF* affected may appeal to the CAS in accordance with Article 14.3(b)(i) of these *Statutes* against any refusal by the *Executive Board* to stay its decision pending Congress's consideration of the matter.

ARTICLE 4 – AUTHORITY

- 4.1. All *Continental Federations* and *Members*, as well as all of the *FIH*'s constituent bodies, officers, employees and appointees (including, without limitation, any person holding any *FIH* appointment or sitting on any *FIH* board or committee), and all persons participating in any way in activities controlled and/or sanctioned by the *FIH* (including, without limitation, any person who is involved in organising and/or participates as an *Athlete*, umpire, tournament official or team official in any *International Event*), shall be deemed to have agreed and acknowledged that:
- (a) the *FIH* has sole ultimate authority over the governance, regulation, and playing of *Hockey*;
 - (b) they shall not become a member of or recognise or otherwise support any organisation with similar objects to the *FIH* unless that organisation is recognised by the *FIH*;
 - (c) they are bound by and must comply with the *Statutes* and *Regulations*, and with the decisions taken by the *FIH* and its constituent bodies (including Congress, the *Executive Board*, and other duly appointed officials and bodies of the *FIH*) pursuant to and in application and enforcement of the *Statutes* and *Regulations*; and

- (d) they submit to the jurisdiction of the *Disciplinary Commissioner*, the *Judicial Commission* and the CAS to hear and determine disputes and appeals as set out in Article 14 of these *Statutes*, to the exclusion of all other courts, tribunals and arbitration bodies of any *Country* or organisation whatsoever;

and the *FIH* may from time to time require any of them to execute a written agreement (in a form to be determined by the *Executive Board*) confirming that acknowledgement and agreement.

- 4.2. Without prejudice to Article 4.1 of these *Statutes*, each *Member* shall provide in its own constitution (in a form approved by the *Executive Board*) that each of its *Members* and all persons under its jurisdiction acknowledges and agrees on its own part to each of the matters set out in Article 4.1.
- 4.3. The *FIH* recognises that, subject to the *FIH's* ultimate authority, (a) each *Continental Federation* has authority for the governance and regulation of the sport of *Hockey* in its continent, as set out in Article 3.3 of these *Statutes*; and (b) each *Member* has sole authority for the governance and regulation of the sport in its *Country*. The *FIH* agrees not to recognise any body that makes any claim that is inconsistent with that authority.

ARTICLE 5 – POWERS

- 5.1. In furtherance of its purposes, the *FIH* may:

- (a) amend these *Statutes*, and/or establish and enforce *Regulations*, to make further provision for the management and control of the sport of *Hockey* and/or the affairs of the *FIH*, its *Members*, and/or the *Continental Federations*, and for the resolution of disputes relating thereto;
- (b) establish *Regulations* concerning the conduct of the sport of *Hockey* throughout the world, including (without limitation) the official rules of the game, a code of ethics for those involved in the governance of *Hockey*, rules governing eligibility of *Athletes* to represent an *NA* in *International Events*, rules governing the sanctioning and/or the conduct of events (including national-level events), and codes of conduct for participants in events;
- (c) apply and enforce the *Statutes* and *Regulations* and/or ensure their application and enforcement by *CFs* and/or *Members* throughout the sport;
- (d) organise and/or sanction the organisation of *International Events*, including (without limitation) any virtual or e-gaming competitions as well as qualifying competitions for the Olympic Games, and take responsibility for the technical control and direction of *Hockey* competitions staged as part of the Olympic Games;
- (e) raise funds to finance the activities of the *FIH* by all available means, including by levying subscriptions and other fees (e.g., fees for sanctioning events) from *Members*, as well as by exploiting the commercial assets of the *FIH*, including its intellectual property rights and any sponsorship, broadcasting and/or other commercial rights that it controls, including in relation to *International Events*;
- (f) employ and pay any person(s) to supervise, organise and carry out the work of the *FIH*;
- (g) purchase, lease or otherwise acquire any property or other rights and privileges, construct, maintain and alter any buildings or premises, and/or sell, let, mortgage, dispose of or turn to account all or any of the property or assets of the *FIH*;
- (h) invest any funds not immediately required to fund the *FIH's* activities in such manner as the *Executive Board* thinks fit;
- (i) establish, acquire or otherwise control other legal entities such as foundations or corporations; and
- (j) exercise all such other rights, powers and authorities and take such other lawful actions as may be considered necessary or desirable to achieve its purposes.

- 5.2. The *FIH* will exercise its powers through its constituent bodies and officials, i.e., *Congress*, the *Executive Board*, the *President*, the **CEO/Director General**, and/or other bodies or committees or persons appointed by and representing the *FIH*.

ARTICLE 6 – CONGRESS

6.1. Composition and authority

- (a) *Congress* is the *Members* of the *FIH* in general meeting.
- (b) *Congress* holds ultimate and supreme authority in relation to the affairs of the *FIH*, including sole and exclusive authority (i) to admit an *NA* as a full *Member*; (ii) to expel a *Member*; (iii) to amend or add to these *Statutes*; (iv) to elect the *President* and eight (8) other persons to the *Executive Board*; **(v) to approve the audited financial statements of the FIH and appoint an auditing firm;** and **(vi)** to agree to dissolve the *FIH*.
- (c) *Congress* may delegate any of its other powers to the *Executive Board*, and/or may refer items to the *Executive Board* for consideration and report.

6.2. Meetings

- (a) Ordinary and Extraordinary meetings of *Congress* may be held in person, by teleconference, by videoconference or by another means of communication.
- (b) Ordinary meetings of *Congress* shall be held once every two (2) years. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting. Any item that a *Member* wishes to be considered for inclusion on the agenda must be sent to the *Executive Board* in writing, with a brief explanation, at least sixty (60) days before the date of the meeting.
- (c) Extraordinary meetings of *Congress* shall be held (i) on the request of the *Executive Board* or the *President*; (ii) within ninety (90) days of the death, resignation or permanent incapacity of the *President*; or (iii) within ninety (90) days of receipt by the **CEO/Director General** of a request signed by at least one fifth (1/5) of all full *Members*, stating the matters to be discussed at the meeting. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting, except that the business of an extraordinary meeting that is requested by *Members* shall be as specified in that request.
- (d) *Members* shall be given no less than six (6) months' notice of the date and venue of any ordinary meeting of *Congress* and no less than sixty (60) days' notice of the date and venue of any extraordinary meeting of *Congress*. The formal convocation of *Members* shall be made in writing at least thirty (30) days before the date of the meeting, and shall include an agenda stating the nature of the business to be transacted at such meeting, as well as (in the case of an ordinary meeting) copies of the *President's* report and the audited financial statements of the *FIH* for the period since the last ordinary meeting of *Congress*, and a list of the persons who have been nominated to stand in any election(s) to be conducted at the meeting.
- (e) Any matter that is not included on the agenda sent to *Members* at least thirty (30) days before the date of the meeting of *Congress* may only be discussed at the meeting if the *Members* present at the meeting agree by a *Special Majority* to do so.
- (f) Meetings of *Congress* may be attended by the following persons:
 - (i) Each *Member* that is not in arrears or suspended from membership (see Articles 2.2(b)(ii) and 2.6(c) of these *Statutes*) may send up to two (2) delegates to the meeting, each of whom must be 18 years of age or over and show written authorization from that *Member*. *FIH* strongly encourages delegates to be one from each gender. One of those two delegates, who must, own a valid passport from that *Member's* Country, shall be designated the head of the delegation, with exclusive authority to speak for and (in the case of a full *Member*) to cast the vote of that *Member* on each resolution put to *Congress* at the meeting. Attendance by teleconference, by videoconference or by another means of communication shall constitute presence.

- (ii) An *NA* whose application to be admitted as a *Member* is on the agenda may send up to two (2) delegates (aged 18 years or over) to the meeting, one of whom must own a valid passport from that Member's Country and shall be designated the head of the delegation. He may speak to but may not vote on the *NA*'s application for admission as a *Member*. If the application is granted, from that point the delegation may speak to and vote (exclusively through the head of the delegation) on all subsequent resolutions put to *Congress* at the meeting. When a Congress is held by teleconference, by videoconference or by another means of communication, voting online is permitted.
- (iii) A *Member* whose suspension or expulsion is on the agenda may send up to two (2) delegates (aged 18 years or over) to the part of the meeting where the resolution for such suspension or expulsion is considered, one of whom must own a valid passport from that Member's Country and shall be designated the head of the delegation. He may speak to but may not vote on the resolution. If the resolution is not passed, from that point the delegation may remain in the meeting and may speak to and vote (exclusively through the head of its delegation) on all subsequent resolutions put to *Congress* at the meeting. When a Congress is held by teleconference, by videoconference or by another means of communication, voting online is permitted.
- (iv) *Members* of the *Executive Board*, who may speak at meetings of *Congress* in their own right but may not vote on resolutions put to *Congress*.
- (v) The President of each *Continental Federation*, or (in the President's absence) another duly appointed office bearer of that *Continental Federation*, who may speak at meetings of *Congress* but may not vote on resolutions put to *Congress*.
- (vi) Other observers, at the discretion of the *President*.
- (g) No business (save for adjournment of the meeting) may be conducted at a meeting of Congress that is not quorate. For a meeting of Congress to be quorate, one-third (1/3) of all full Members must be in attendance at the opening of the meeting. Attendance by teleconference, by videoconference or by another means of communication shall constitute presence. If such quorum is not reached, the Executive Board may convene another meeting of Congress with the same agenda within thirty (30) days by written notice to all Members. Such meeting will be validly convened even if no quorum is then reached.

6.3. Decision-making

- (a) *Congress* shall make decisions by voting on resolutions put to it at a meeting convened in accordance with Article 6.2. Such decisions shall come into effect immediately, unless *Congress* fixes another date for a decision to take effect. Resolutions for the admission, suspension and/or expulsion of any *Members* shall be considered before any other resolutions.
- (b) Save where these *Statutes* provide to the contrary, each full *Member* is entitled to one (1) vote on each resolution put to *Congress*, provided it has a delegation present at the meeting. Voting by proxy or by letter is not permitted at a *Congress* held in person. When a Congress is held by teleconference, by videoconference or by another means of communication, voting online is permitted.
- (c) Voting shall be by show of hands or secret ballot (manual or electronic). When a Congress is held by teleconference, by videoconference or by another means of communication, voting online is permitted. The *Member's* vote on the resolution shall be exercised by the head of that *Member's* delegation to *Congress*, provided that a person may only be head of one *Member's* delegation and so may only vote on behalf of one (1) *Member*.
- (d) A resolution shall be considered passed by *Congress* if it receives the requisite majority of votes in favour as follows:
 - (i) Alterations to these *Statutes* require the support of a *Special Majority*, as does the suspension or expulsion of a *Member*.

- (ii) Election to the office of *President* and to the *Executive Board* requires an *Absolute Majority* to vote in favour of the candidate, except on the third ballot as outlined in Article 7.2 (~~ed~~) (ii) of these Statutes.
- (iii) Unless otherwise specified in these *Statutes*, all other resolutions require a *Simple Majority* (disregarding any abstentions or blanked or spoiled votes).

ARTICLE 7 - THE EXECUTIVE BOARD

7.1. Composition and authority

- (a) The *Executive Board* shall consist of:
 - (i) The *President*, who shall be elected by Congress in accordance with Article 7.2 of the Statutes;
 - (ii) Eight (8) ordinary members, each of whom shall be elected by Congress in accordance with Article 7.2 of these *Statutes*, PROVIDED ALWAYS THAT four (4) of the members must be female and four (4) must be male;
 - (iii) An *Athletes'* Representative, who shall be elected by the Athletes Committee. He or she shall chair the Athletes' Committee;
 - (iv) The Presidents of the *Continental Federations*;
 - (v) The ~~CEO~~ *Director General (ex-officio and without any voting rights)*; and
 - (vi) Any ~~(non-voting)~~ member co-opted onto the *Executive Board* ~~(without any voting rights)~~ pursuant to Article 7.1 (~~ed~~) of these *Statutes*.
- ~~(b)~~ All members of the *Executive Board* (except for the Presidents of the *CFs*) shall hold such office in their personal capacity and not as representatives of any *Member* or any other organisation. The Presidents of the *CFs* shall be responsible for ensuring that the views of their respective *CFs* are considered at *Executive Board* level, but they shall be required at all times (in common with all other *Executive Board* members) to discharge their responsibilities as *Executive Board* members in the best interests of the *FIH* and its *CFs* and *Members* as a whole.
- ~~(c)~~ The *Executive Board* may appoint up to two (2) *Vice-Presidents* from amongst the ordinary members and Presidents of the *CFs*. Each *Vice-President* shall be assigned a portfolio of responsibilities by the *Executive Board* and shall hold the *Vice-President* role for a term expiring at the close of the subsequent ordinary meeting of the Congress or if they cease to be a member of the *Executive Board*.
- ~~(d)~~ The *Executive Board* may co-opt a member of the Olympic Movement and/or relevant public authorities on sport, integrity or social responsibility issues to add value to Hockey, onto the *Executive Board* at any time, for such period as it sees fit, and/or the *Executive Board* through the *President* may invite an individual member of the *IOC* to attend some or all meetings of the *Executive Board*. In neither case shall the member have a vote on resolutions put to the *Executive Board*. Not more than two appointments should be in force at any one time.
- ~~(e)~~ Subject to the exclusive powers and the ultimate authority of Congress, the *Executive Board* shall have full power and authority to manage the affairs of the *FIH* and exercise all its powers, including (without limitation) the power to implement the decisions of Congress, to issue, amend and rescind *Regulations*, to fix the strategy and policies of the *FIH*, to supervise the ~~CEO~~ *Director General* and the staff in the administration of the affairs of the *FIH* and in the implementation of such strategy and policies, to oversee legal compliance and risk management, to appoint committees, ~~panels~~ and/or working parties to advise Congress, the *Executive Board*, and/or the *President* and/or ~~Director General~~ *CEO*.
- ~~(f)~~ In general, all matters not otherwise reserved to another body by these *Statutes* or by a mandatory provision of Swiss law shall be decided by the *Executive Board*.
- ~~(g)~~ The *Executive Board* is the sole authority for the granting of titles for international tournaments.

7.2. Election to the *Executive Board*

- (a) The *President* and Presidents of the *Continental Federations* shall within thirty (30) days of election retire from (and during the term of office shall not accept) any executive office or other position (not including honorary or ex-officio positions) within any *NA* or *CF*. During the term as *President*, the *President* shall have no direct or indirect involvement in the day to day operations of an *NA* or *CF*.
- (b) The *President* of a *Continental Federation* who has been elected as an ordinary *EB* member shall retire from the role of *President* of the *Continental Federation* at the next *CF* General Assembly / Congress following the election. During the time from the election as ordinary *EB* member until the retirement as *CF* *President*, the *CF* *President* will be entitled to only one vote in the *Executive Board* in the capacity of ordinary *EB* Member. During the same period, to ensure that the views of the respective *CF* are considered at *Executive Board* level in accordance with Article 7.1(b), the *EB* may allow a representative nominated by the relevant *CF* to attend *EB* meetings.
- (c) Candidates for election (or re-election as the case may be) to the *Executive Board*, including as *President*, must be nominated by the *Member* for the *Country* of which they are a citizen. Nominations must reach the *CEO/Director General* not later than ten (10) weeks before the date fixed for the next ordinary meeting of *Congress*.
- (d) Further to Article 6.3(d)(ii), election to the *Executive Board* (whether as *President* or as an ordinary member) requires an *Absolute Majority* to vote in favour of the candidate. If no candidate receives the support of an *Absolute Majority* on the first ballot:
- (i) A second ballot shall be held. If there are more than two candidates for the post, then only the two candidates who came first and second in the first ballot shall be put forward in the second ballot (i.e. reduce the number of candidates so that there are no more than twice the number of candidates remaining as positions available).
 - (ii) If neither candidate is supported by an *Absolute Majority* on the second ballot, there shall be a third ballot.
 - (iii) If neither candidate is supported by an *Absolute Majority* on the third ballot, the candidate with the larger number of votes shall be declared the winner.
 - (iv) If there is a tied vote on the third ballot, then following completion of all other elections the members of the *Executive Board* present at *Congress* shall select the winner by *Simple Majority*.
- (e) For the election of the *President*, where there is only one candidate, that person will be elected unopposed.
- (f) For the election of an ordinary member (for both men and women), where there is the same number of candidates as positions available, these candidates will be elected unopposed.
- (g) Any *Executive Board* member who has a conflict of interest due to the election i.e. the member is a candidate for re-election or any other conflict related to re-election would not be allowed to participate in the tie-breaking vote.

7.3. Term of office

- (a) The *President* holds office for a term of ~~four (4)~~ eight (8) years expiring at the close of the ordinary meeting of *Congress* at which the position falls vacant for election.
- (b) If the *President* held office for a *Partial Term* only after a vacancy had arisen, they are eligible for a term of eight (8) years, provided always that they may not hold the office for more than twelve (12) consecutive years.
- (c) The ordinary ~~Members~~ members of the *Executive Board* hold office for a term of four (4) years (one half retiring every two years) expiring at the close of the ordinary meeting of *Congress* at which their position falls vacant for election.

~~(b)~~(d) The *President* and ordinary members of the *Executive Board* are eligible for re-election for a term of four (4) years at the end of any term of office, save that:

(i) They may not hold the same office for more than twelve (12) consecutive years. For the avoidance of doubt, if re-elected for a full term of four (4) years, they would exceed twelve (12) consecutive years in the same office, they will be eligible only for a term up to the completion of twelve (12) consecutive years;

(ii) They are not eligible for election if they have reached the Age Limit of 70 at the date of the ordinary meeting of *Congress* at which they stand for election or if they will reach the Age Limit within six (6) months thereafter;

~~(iii)~~ They may be granted a one-time extension term of office for a maximum of four years beyond the "Age Limit" as mentioned above to one Executive Board Member can be granted by the Congress upon recommendation of the FIH EB in consultation with the FIH Elections Oversight Panel; provided that

~~(iv)~~(iii) There may be no more than one such Executive Board Member for whom the Age Limit is extended at any time.

~~(e)~~(e) The *Athletes' Representative* is elected by the *Athletes' Committee* and holds office for a term of four (4) years, which may be renewed. If *the Athletes' Representative* has to be replaced during that term, the replacement shall hold office for the remainder of that term.

7.4. Vacancies

(a) If the *President* dies, resigns, is expelled or becomes permanently incapacitated during their term of office, or if there is no eligible or elected candidate for the position of *President* at the time of an election, the *Executive Board* shall appoint an acting *President* to hold office until *Congress* appoints a person to fill the vacancy. An extraordinary meeting of the *Congress* must be held within ninety (90) days for that purpose, unless the vacancy arises less than six (6) months before the next ordinary meeting of *Congress*, in which case, the acting *President* shall continue to hold office until the *Congress* elects a new *President*. The acting *President* shall be entitled to all privileges and responsible for all duties of the *President*. The *President* newly appointed-elected by the *Congress* will hold office for the remaining time of the term that the former *President* would have held otherwise, until the close of the ordinary meeting of *Congress* at which the position will fall vacant again for election. Upon completion of this Partial Term, the President remains eligible for a full term of eight (8) years, provided always that they may not hold the office for more than twelve (12) consecutive years.

(b) Should an ordinary member of the *Executive Board* die, resign, be expelled or become permanently incapacitated during their term of office, the seat shall remain vacant until the next ordinary meeting of *Congress*. At that meeting, an election will be held for a new ordinary member in place of the departed ordinary member, with the successful candidate to serve either a four year term (if the departed ordinary member was elected four years previously and so was due to retire at that meeting in any event) or a two year Partial Term (if the departed ordinary member was only elected two years previously and so was not otherwise due to retire at that meeting).

(c) The *Executive Board* has the right to end the mandate of any of its members who has been absent without valid reason for two (2) consecutive meetings. In such event, that member's seat shall remain vacant until the next ordinary meeting of *Congress*.

(d) An *Executive Board* member may be expelled by decision of the *Congress* if such member has breached the FIH Integrity Code or if the *Congress* considers that such member has neglected or knowingly jeopardised the interests of the *FIH* or acted in a way which is unworthy of the *FIH*.

(i) The decision to expel an *Executive Board* member is taken by the *Congress* upon the proposal of the *Executive Board*. Such decision requires a *Special Majority*. The member concerned has the right to be heard; such right includes the right to be acquainted with the charges and the right to appear personally and/or submit a defence in writing.

(ii) Until the *Congress* decides on an expulsion proposal, the *Executive Board* may provisionally suspend the member concerned and deprive such member of all or

part of the rights, prerogatives and functions deriving from membership.

- (iii) A member expelled from the *FIH* may no longer be a member or representative of a *Continental Federation* or *Member*.

7.5. Meetings of the *Executive Board*

- (a) The *Executive Board* shall meet in person at least three (3) times each calendar year on such dates and at such times and places as the *President* decides. Notice of such meetings must be issued at least thirty (30) days before they are held. Where urgent action is required between such meetings, the *President* may convene an emergency meeting at short notice, to be attended by members in person or by telephone, and/or may ask for votes on urgent business to be cast by electronic communication. If one third of the *Executive Board* members request an emergency meeting of the *Executive Board*, the *President* must convene such a meeting. The request must be sent to the **CEODirector General** and state the matters to be discussed at the meeting.
- (b) The quorum at a meeting of the *Executive Board* (and for any resolution on urgent business that is cast by electronic communication) shall be one half (1/2) of the total membership of the *Executive Board* (not counting any co-opted members). If such quorum is not reached, the *President* may convene another meeting of the *Executive Board* with the same agenda within thirty (30) days. Such meeting will be validly convened even if no quorum is then reached.

7.6. Decision-making

- (a) The *Executive Board* shall make decisions by voting on resolutions put to it at a meeting convened (or an urgent resolution circulated by electronic communication) in accordance with Article 7.5. Such decisions shall come into effect immediately, unless the *Executive Board* decides otherwise.
- (b) Each member of the *Executive Board* present at the meeting other than **the Director General and** any co-opted member shall be entitled to one (1) vote on each resolution. The resolution shall be considered passed by the *Executive Board* if it receives the requisite majority of votes in favour (disregarding any abstentions), as follows:
 - (i) Approval of *Regulations* and any amendments, additions or alterations to them requires the support of a *Special Majority*.
 - (ii) Suspension of a *Member* requires the support of a *Special Majority*.
 - (iii) Unless otherwise specified in these *Statutes* or agreed by the *Executive Board*, other resolutions require a *Simple Majority*.

ARTICLE 8 – THE PRESIDENT AND THE **CEODIRECTOR GENERAL**

8.1. The *President*

- (a) The *President* is the principal elected officer of the *FIH*, and represents it in all official functions. The *President* is responsible for ensuring the integrity of the governance processes followed by *Congress* and the *Executive Board*. Unless otherwise agreed, the *President* chairs all meetings of *Congress* and of the *Executive Board*. In either case, in the event of a tie in voting, the *President* shall have a casting vote.
- (b) The *President* may take any urgent action or decision within the powers of the *Executive Board* when circumstances prevent the *Executive Board* taking such action or decision sufficiently quickly. Such action or decision must be consistent with the agreed policies of the *Executive Board* and must be submitted promptly for ratification by the *Executive Board*.
- (c) The *President* may delegate all duties as deemed appropriate.
- (d) In circumstances where the *President* is provisionally or temporarily unable to perform their duties, the *Executive Board* may appoint an acting *President* until such time as the *President* is able to resume all duties.

8.2. The **CEO Director General**

- (a) The *Executive Board* may appoint a **CEO Director General** on such terms and conditions as to remuneration, period of employment (and termination thereof) and duties as the *Executive Board* deems fit.
- (b) The **CEO Director General** shall be an ex-officio member of the *Executive Board*, without any voting rights. The **CEO Director General** shall be responsible for managing the staff in close collaboration with the Human Resources & Remuneration Panel and the day-to-day operations of the *FIH* in close collaboration with the *President*, for administering its affairs, and for implementing the decisions and policies of *Congress* and the *Executive Board*.

8.3. Official statements and acts

- (a) All official announcements, statements and correspondence (in all forms) on behalf of the *FIH* may only be made by the *President*, the **CEO Director General** or any other person duly authorised by them.
- (b) Only the *President* and/or the **CEO Director General** (or another person holding the written mandate of the *President*) has authority to enter into contracts or make legally binding commitments on behalf of the *FIH*.

8.4. Indemnity

Every member of the *Executive Board*, every member of a committee or working group, the *Disciplinary Commissioner*, every member of the *Judicial Commission*, every person appointed by the *FIH* to perform a special assignment, the **CEO Director General** and every employee, every official and every officer of the *FIH* shall be indemnified by the *FIH* in respect of any claim (whether civil or criminal) that is made against the member and/or any liability that he incurs as a result of office or the exercise of powers or the execution of duties, whether or not judgment is given in favour or the member is acquitted, provided that the member has acted at all times in good faith.

ARTICLE 9 – COMMERCIAL RIGHTS

- 9.1. *FIH* is the absolute and outright legal and beneficial owner of all commercial rights, including the use of the *FIH* title and logo, title and logo of all *FIH*-named *International Events*, including, without limitation, on a worldwide basis:
 - (a) media and digital rights;
 - (b) sponsorship, advertising, merchandising and other similar rights;
 - (c) ticketing, hospitality and other concession rights; and
 - (d) any other commercial rights that may come into existence.
- 9.2. The *FIH* has the exclusive right to exploit all the properties mentioned above, including assigning the rights and/or granting licenses in respect of such rights (or part thereof) to *Members* or other third parties.
- 9.3. *FIH* is the absolute and outright legal and beneficial owner of any and all intellectual property rights which may now or at any time in the future subsist anywhere in the world in respect of any data or information relating to *International Events*, including (but not limited to) all such rights in match data and world ranking lists. No one may collect or exploit any data or information relating to *International Events* without the *FIH*'s prior written authorisation. To the extent any such person is deemed to own or control rights to such data or information by operation of applicable law, that person hereby assigns to the *FIH* all such existing and (by present assignment of future rights) all such future rights (including intellectual property rights and other proprietary rights) in that data or information.

ARTICLE 10 – RECOGNISED ORGANISATIONS & ADHERENT ORGANISATIONS

10.1. General Provisions

- (a) With the object of promoting *Hockey*, the *Executive Board* may in its entire discretion recognise certain organisations as Recognised Organisations.
- (b) In exceptional circumstances, in particular where geographical or historical circumstances require, the *Executive Board* may in its entire discretion recognize Adherent Organisations.
- (c) *Recognised Organisations and Adherent Organisations:*
 - (i) have the freedom to operate in accordance with their constitutions. The *Executive Board* must have confirmed that its constitution (including any amendments thereto from time to time) is compliant and consistent with these *Statutes* and *Regulations*.
 - (ii) may attend, but not vote at the *Congress*. *Recognised Organisations and Adherent Organisations* shall not be included in the calculation of the “*Absolute Majority*”, “*Simple Majority*” or “*Special Majority*” referred to in Articles 2, 6-7 and 13-14.
 - (iii) cannot represent *FIH* before third parties.
 - (iv) shall be given recognition without fee or other payment.
 - (v) must send detailed reports on each of their activities on at least one (1) occasion per year to the *FIH* **Chief Executive Officer** ~~Director General~~. The *Executive Board* reserves the right in its entire discretion to withdraw its recognition if the activities of the organisation concerned are not in the opinion of the *Executive Board* satisfactory.

ARTICLE 11 – THE FOUNDATION FOR THE PROMOTION AND DEVELOPMENT OF HOCKEY

- 11.1. *FIH* has founded the Foundation for the Promotion and Development of Hockey, headquartered in Switzerland. The purpose of the foundation is to promote and develop *Hockey* throughout the world, especially as part of the Olympic movement and in collaboration with the *FIH*; the purpose notably is to develop the vocation, improve the quality of sport, encourage the growth of the sport and lend assistance to organisations involved with *Hockey* within the framework defined by the official bodies, in particular the *FIH*.

ARTICLE 12 – SAVINGS CLAUSE

- 12.1. The *Executive Board* shall have the final decision on any matter not provided for in these *Statutes* or in *Regulations*, or in cases of force majeure.
- 12.2. If any provision of these *Statutes* is determined to be unlawful or unenforceable for any reason, the remainder of these *Statutes* will remain intact and enforceable.
- 12.3. Departures from the requirements of these *Statutes* (including but not limited to departures from procedural requirements) may be cured by *Congress* at its next meeting by ratifying the act(s) and/or decision(s) in issue.

ARTICLE 13 – DISSOLUTION

- 13.1. The *FIH* may only be dissolved at a meeting of *Congress* convened for the purpose and by a resolution supported by a *Special Majority*.
- 13.2. If the *FIH* is dissolved, all debts and liabilities legally incurred on behalf of the *FIH* shall be fully discharged and its remaining assets, if any, shall be donated to the Foundation for the Promotion and the Development of Hockey or a similar body established for the promotion and development of *Hockey*.

ARTICLE 14 – DISPUTE RESOLUTION

14.1. Disciplinary Commissioner

- (a) The *Executive Board* shall appoint from time to time a *Disciplinary Commissioner*, who shall be independent of the *FIH*, and shall hold office for four (4) years. During that term, he may be removed from office only by a resolution of *Congress* passed by an *Absolute Majority*.
- (b) Except when the *Statutes* or *Regulations* vest such jurisdiction in another body or person, the *Disciplinary Commissioner* is vested with the full power and exclusive authority to investigate, consider and determine the following matters referred to by the *CEO Director General* who shall, depending on the nature of the allegation, seek advice from the *Executive Board*:
 - (i) allegations of acts of misconduct on or off the field of play at an *International Event* which have not been dealt with by the *Tournament Director* *Technical Delegate* or the *Jury of Appeal* for the *International Event*;
 - (ii) allegations of other breach(es) of *Regulations* (whether by an *Athlete*, or a *Member*, or otherwise); and
 - (iii) any other matters referred to by the *CEO Director General*;

and the *Disciplinary Commissioner* shall also have jurisdiction to resolve any challenge to a refusal by the *CEO Director General* to refer a matter to the *Disciplinary Commissioner*.

- (c) The *Executive Board* may issue regulations setting out the procedures to be followed in matters referred to the *Disciplinary Commissioner*, or else the *Disciplinary Commissioner* shall determine the procedures to be followed in such matters. In either case, such procedures (i) are subject to any overriding provisions in the *Regulations* alleged to have been breached (where applicable); and (ii) must respect the parties' rights to a fair and impartial hearing.
- (d) The *Disciplinary Commissioner* shall act at all times independently and impartially in the exercise of judicial functions. In doping or corruption matters (or complex matters arising under other *Regulations*), the *Disciplinary Commissioner* may, if deemed appropriate, co-opt two other independent and impartial persons to consider and determine the matter with. The *Disciplinary Commissioner* shall have power, to be exercised as appropriate in the circumstances of the matter in hand:
 - (i) to impose the sanctions or other consequences specified in the *Regulations* alleged to have been breached for proven breaches thereof, or (if none are so specified) to impose such sanctions as deemed fit; and/or
 - (ii) to order a party to pay some or all of (A) the costs and expenses of the proceedings before the *Disciplinary Commissioner*; and/or (B) the costs incurred by any other party or parties to the matter permitted by the *Disciplinary Commissioner* to participate, provided always that the *FIH* shall not be ordered to pay the costs incurred by a party in defending a matter raised by the *FIH* unless it is found that the *FIH* raised the matter frivolously or in bad faith.
- (e) Save where the *Statutes* or the *Regulations* alleged to have been breached provide otherwise, decisions of the *Disciplinary Commissioner* may be appealed to the *Judicial Commission* in accordance with Article 14.2(b)(i) of these *Statutes*.

14.2. Judicial Commission

- (a) Composition:
 - (i) The *Judicial Commission* (or “*JC*”) consists of (A) a President, appointed by *Congress* on the proposal of the *Executive Board*; and (B) nine (9) or more further members (two of whom shall be designated as Deputy President) appointed by the *Executive Board* following consultation with the *JC* President.

- (ii) The members of the *JC* shall be independent of the *FIH*. They shall hold office for four (4) years. During that term, they may only be removed from office by a resolution of *Congress* passed by an *Absolute Majority*.
 - (iii) Any casual vacancy (including in the office of *JC* President) shall be filled by the *Executive Board*, provided however that the appointment of a replacement *JC* President shall be subject to ratification by *Congress* at its next ordinary meeting.
- (b) The *JC* is vested with the full power and exclusive authority to hear and determine:
- (i) As an appeal body:
 - A. appeals properly brought against any decision of the *Disciplinary Commissioner* (save where the *Statutes* or *Regulations* alleged to have been breached provide otherwise, e.g., where they provide for an appeal straight to the *CAS*);
 - B. appeals properly brought against decisions of other bodies or persons, where the *Statutes* or *Regulations* at issue provide for such appeal to the *JC*; or
 - C. appeals properly brought pursuant to rights of appeal to the *JC* set out in the statutes or regulations of a *Continental Federation*;

PROVIDED ALWAYS THAT upon filing the notice of appeal with the *JC* President (c/o the *CEO/Director General*), the appellant must pay a fee of 2,000 Swiss francs, without which the appeal shall not proceed. The *FIH* shall in any event keep this fee, and the *JC* shall take it into account when making any costs order.

- (ii) As a first instance tribunal, any complaint:
 - A. relating to a dispute between the *FIH* and one or more *CF* and/or *Members* arising under these *Statutes* or pursuant to a decision of the *FIH* or a contract between them or otherwise;
 - B. relating to a dispute between two or more *CFs* or *Members*;
 - C. of any kind brought against the *FIH* by (1) any *Athlete* or other person or body that is subject to the jurisdiction of the *FIH*; or (2) any *Athlete* or other person or body that is subject to the jurisdiction of a *Member*; or (3) any third party that agrees to submit to the jurisdiction of the *Judicial Commission*;
- PROVIDED, IN EACH CASE, THAT the dispute or claim that is the subject of the complaint to the *Judicial Commission* is not subject to the exclusive jurisdiction of the *Disciplinary Commissioner* in accordance with Article 14.1 of these *Statutes* or the exclusive jurisdiction of the *CAS* in accordance with Article 14.3 of these *Statutes*; and
- (iii) All other matters referred to it by *Congress* or the *Executive Board* for determination.
- (c) When a matter comes before the *JC*, the President of the *JC* (or one of the Deputy Presidents if the President is unavailable or is conflicted) shall appoint one or three members of the *JC* (as deemed fit, depending on the nature of the matter), one of whom may be the President of the *JC*, to sit as the *JC* Panel hearing that case, and shall designate one of those members to chair that *JC* Panel. In each case, all of the members of the *JC* Panel so appointed shall act independently and impartially in the exercise of their judicial functions.
- (d) The *Executive Board* may issue regulations governing the procedures to be followed in matters coming before the *JC*, or else the *JC* Panel appointed in a particular matter shall determine the procedures to be followed in that matter. In either case, such procedures must respect the parties' rights to a fair and impartial hearing.
- (e) The *JC* Panel shall have power, to be exercised as appropriate in the circumstances of the matter in hand:
- (i) when sitting as an appeal body, to confirm or to vacate the decision being

appealed, in whole or in part. For the avoidance of doubt, the *JC* Panel may impose greater sanctions or other consequences than those imposed at first instance, provided that they are consistent with the *Regulations* alleged to have been breached;

- (ii) when sitting as a first instance tribunal, to order monetary, injunctive and/or declaratory relief; and/or
- (iii) in any case, to order a party to pay some or all of (A) the costs and expenses of convening the *JC* Panel; and/or (B) the costs incurred by the other party or parties to the matter.

14.3. Appeals to the CAS

- (a) There is no internal appeal from any decision of the *JC*, and there is no internal or external appeal from any decision of the *JC* sitting as an appeal body.
- (b) The following decisions:
 - (i) any final decision of the *Disciplinary Commissioner* or other body made pursuant to these *Statutes* or *Regulations* that provide for an appeal from that decision directly to the CAS; and
 - (ii) any final decision of the *JC* sitting as a first instance tribunal;may be appealed solely and exclusively to the CAS, which will resolve the dispute definitively in accordance with its Code of Sports-Related Arbitration.
- (c) To be valid, the appeal must be filed with the CAS in writing within twenty-one (21) days of the party's receipt of the decision in question.
- (d) Pending resolution of the appeal by the CAS, the decision being appealed shall remain in force unless the CAS orders otherwise.
- (e) The appeal shall take place in private at the CAS offices in Lausanne before a panel of three (3) CAS arbitrators. The appeal proceedings shall be conducted in English and unless otherwise agreed Swiss law shall apply.
- (f) Decisions of the CAS on the appeal may not be challenged in any forum or on any grounds except as set out in Chapter 12 of Switzerland's Federal Code on Private International Law.

14.4. Time-limit for challenge

Save where expressly provided to the contrary in these *Statutes* or by applicable law, no complaint, claim or challenge of any kind may be commenced before the *Judicial Commission* or any other body based on any alleged act or omission of the *FIH* or of any constituent body, official, employee or representative of *FIH* more than thirty (30) days after the aggrieved party acquires actual or constructive knowledge of such act or omission. Any complaint or challenge brought after this deadline shall be summarily dismissed.

ARTICLE 15 – DEFINITIONS AND INTERPRETATION

- 15.1. In these *Statutes*, the following words and expressions have the meanings set out opposite them:

<i>Absolute Majority</i>	More than ½ of those present at the time of the vote and entitled to vote, including any abstentions or blanked or spoiled votes)
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<i>Adherent Organisation</i>	An organisation recognised by FIH referred to in Article 10 of these <i>Statutes</i> .
<i>Age Limit</i>	As defined in Article 7.3(bd)(ii) of these <i>Statutes</i> .
<i>Athlete</i>	Any natural person competing in a <i>Hockey</i> event sanctioned by the <i>FIH</i> , a <i>CF</i> and/or a <i>Member</i> .
<i>CAS</i>	The Court of Arbitration for Sport in Lausanne, Switzerland.
<i>CEO</i>	The Chief Executive Officer of the <i>FIH</i> referred to in Article 8.2 of these <i>Statutes</i>.
<i>Congress</i>	The <i>Congress</i> of the <i>FIH</i> referred to in Article 6 of these <i>Statutes</i> .
<i>Continental Federation / CF</i>	A continental federation established in accordance with Article 3 of these <i>Statutes</i> .
<i>Country</i>	The whole <i>Country</i> , state, territory or part of a territory under the jurisdiction of an <i>NA</i> , as recognised by the <i>FIH</i> in its absolute discretion. Where the <i>NA</i> is a <i>Member</i> of an <i>NOC</i> recognised by the <i>IOC</i> , such <i>Country</i> , state, territory or part of a territory of the <i>NA</i> shall be identical to the <i>Country</i> , state, territory or part of

a territory of the *NOC* (save in special situations acknowledged by the *FIH*, e.g. in the case of the *NAs* responsible for the different *Countries* within Great Britain).

<i>Disciplinary Commissioner</i>	The <i>Disciplinary Commissioner</i> appointed in accordance with Article 14.1 of these <i>Statutes</i> .
<i>Executive Board</i> / EB	The <i>Executive Board</i> of the <i>FIH</i> referred to in Article 7 of these <i>Statutes</i> .
EB Member / Member of the EB	A member of the <i>Executive Board</i> as listed in Article 7.1(a) of these <i>Statutes</i>
Director General	The <i>Director General</i> of the <i>FIH</i> referred to in Article 8.2 of these <i>Statutes</i> .
<i>Federation / FIH</i>	The International Hockey Federation.
<i>Hockey</i>	The game of hockey, including both field and indoor hockey and all current and future forms, variations and/or derivatives of the game modified or derived from its traditional form, irrespective of the number of players involved, or the type of venue or playing surface used (excluding only ice-hockey), as decided from time to time by the <i>Executive Board</i> .
<i>International Event</i>	A duly-sanctioned match or event contested by national representative teams.
<i>IOC</i>	The International Olympic Committee.
<i>Olympic Movement</i>	The Olympic Movement is composed of three main constituents: the International Olympic Committee (IOC), the International Sports Federations (IFs) and the National Olympic Committees (NOCs) and as defined in the Olympic Charter.
<i>Judicial Commission / JC</i>	The commission established under Article 14 of these <i>Statutes</i> .
<i>Member</i>	A <i>National Association</i> that has been admitted as a <i>Member</i> of the <i>FIH</i> in accordance with Article 2 of these <i>Statutes</i> .
<i>National Association / NA</i>	A national governing body of <i>Hockey</i> .
<i>NOC</i>	The National Olympic Committee of a <i>Country</i> , as recognised by the <i>IOC</i> .
Partial Term (of Office)	The remaining part of a regular term of office as stated in 7.3(a), (c) or (d), as applicable, which a <i>President</i> or ordinary <i>EB Member</i> is elected to complete after the previous <i>President</i> or <i>EB Member</i> died, resigned, was expelled or became permanently incapacitated during their term of office, or was elected for less than the stated term due to reaching 12 consecutive years in office in accordance with 7.3(d)(i).
<i>President</i>	The <i>President</i> of the <i>FIH</i> referred to in Article 8.1 of these <i>Statutes</i> .
<i>Recognised Organisation</i>	An organisation recognised by <i>FIH</i> referred to in Article 10 of these <i>Statutes</i> .
<i>Regulations</i>	Any codes (including the <i>FIH</i> Integrity Code), rules or regulations made by or on behalf of the <i>FIH</i> in accordance with these <i>Statutes</i> , including all amendments thereto and re-enactments thereof.
<i>Simple Majority</i>	More than ½ of the votes validly cast (disregarding any abstentions or blanked or spoiled votes).
<i>Special Majority</i>	More than ¾ of those present at the time of the vote and entitled to vote.
<i>Spoiled vote</i>	A ballot paper that has not been filled in correctly (for example, too many candidates have been selected) or the intention of the voter is not absolutely clear (for example, is ineligible). Spoiled votes are counted to determine an Absolute Majority and Special Majority.

Statutes

These Statutes of the *FIH*.

Vice-President

A Vice- President of the *FIH* referred to in Article 7.1(c) of these *Statutes*.

- 15.2. These *Statutes* shall be interpreted and applied in the manner most consistent with the purposes of the *FIH* set out at Article 1.4 of these *Statutes*.
- 15.3. In the case of conflict between these *Statutes* and any *Regulations* or any document issued by the *FIH* or a *CF* or a *Member*, these *Statutes* shall prevail. In case of differences of interpretation between the official English text of a document and the official French text of that document, the English text shall prevail.
- 15.4. For convenience and clarity in these *Statutes*, words importing the singular shall include the plural and vice versa.