

FIH INTEGRITY COMMISSION

Terms of Reference

FIH Integrity Commission

August 2026

1. ROLE & RESPONSIBILITIES

- 1.1 The FIH shall establish an FIH Integrity Commission with a standing panel of between four (4) and seven (7) members.
- 1.2 The role of the FIH Integrity Commission is to protect the integrity of the sport of hockey as defined in the applicable FIH Statutes and regulations.
- 1.3 The FIH Integrity Commission shall operate independently from the FIH, in accordance with the applicable FIH Statutes and regulations.
- 1.4 Without prejudice, thereto, the FIH may reimburse the FIH Integrity Commission members reasonable expenses related to their services.

2. APPOINTMENT & TERM

- 2.1 The FIH Integrity Commission members shall be elected by the FIH Congress, upon recommendation by the Executive Board.
- 2.2 The FIH President, the Director General, the Chief Operating Officer and Chair of the Governance Panel will be responsible for recruiting and recommending members (including a chairperson and vice chairperson) to the Executive Board.
- 2.3 The composition of the FIH Integrity Commission shall be as follows:

FIH Integrity Commission
1 x President 1 x Deputy President between 2 and 5 members

- 2.4 The FIH Integrity Commission members shall be independent from the FIH and shall possess:
 - 2.4.1 Professional qualifications and substantial experience in law, dispute resolution, sports governance and judicial or quasi-judicial proceedings;
 - 2.4.2 strong analytical, communication and decision-writing skills;
 - 2.4.3 the ability to manage highly confidential information with discretion and professionalism;
 - 2.4.4 a rigorous, impartial and methodical approach; and
 - 2.4.5 a strong commitment to fairness, integrity and the values of sport.

- 2.5 The Executive Board shall aspire to have 50/50 gender representation on the Integrity Commission, in line with the FIH Gender Equality Policy.
- 2.6 Members shall be elected by the FIH Congress, upon recommendation by the Executive Board. Each member shall serve a four-year term and may be re-appointed. No individual may serve more than three terms in total, whether consecutive or not and whether in the same capacity or not.

3. MEMBERS' OBLIGATIONS

- 3.1 The FIH Integrity Commission members agree to be bound by and to comply with applicable FIH Statutes, regulations, protocols, guidelines etc.
- 3.2 The FIH Integrity Commission members must disclose without delay any conflicts of interest that they might have in relation to any matter being considered by the FIH Integrity Commission. Unless and until the conflict of interest is cleared, the member concerned must not be involved in any discussions, voting or deliberations relating to that matter, and must not receive any information related to that matter. The other members are collectively responsible for determining whether the member has a conflict of interest. Unless the other members unanimously determine that there is no conflict of interest, the person concerned will not be permitted to vote on any resolution of the Integrity Commission or sit on a Panel (as applicable). Any member of an Integrity Commission who is not able to participate in an investigation due to a conflict of interest will be replaced by another member.

4. REMOVAL AND REPLACEMENT

- 4.1 The Executive Board may by a Special Majority remove an FIH Integrity Commission member where it considers that the member's conduct has brought the FIH, Hockey or sport generally into disrepute or where, during its tenure, a member enters into an activity that may lead to a conflict of interest. Where it is alleged that an FIH Integrity Commission member has breached the any FIH regulations, the Executive Board may appoint a temporary member to serve in his/her position until any related proceedings are concluded.
- 4.2 Save as set out in Articles 4.1, a member once appointed may not be removed until the end of his or her term.

5. MEETINGS

- 5.1 The FIH Integrity Commission General meetings:
 - 5.1.1 Upon request of the FIH, the FIH Integrity Commission will hold a general meeting once every year to discuss developments in sports governance, past cases considered by Panels, suggested amendments to the FIH Integrity Code, and/or any other matters relevant to its responsibilities. Additional general meetings may be called at any time by the chairperson.
 - 5.1.2 If necessary and/or appropriate, the FIH Integrity Commission may invite the FIH President and/or the FIH Director General, other FIH Committee members and/or FIH staff to attend general meetings, or parts thereof, provided that they attend in a non-voting capacity and are not present during any discussions relating to ongoing investigations/cases.
- 5.2 Location of meetings: Any one or more members of the FIH Integrity Commission may participate in meetings without being physically present. Such meetings may be held by telephone or video conference, provided that members participating remotely may be heard effectively.

- 5.3 Minutes: Minutes of any meetings of the FIH Integrity Commission shall be prepared. Unless determined otherwise, the minutes of any such meetings shall remain confidential.

6. AMENDMENTS

- 6.1 These ToR may be reviewed from time to time, in particular but not limited to in case of any changes of the FIH Statutes, regulations, guidelines or policies, which require amendment of these Tor.