

## UNDERTAKING FOR INTERNATIONAL HOCKEY FEDERATION (FIH)'s OFFICERS INVOLVED IN DOPING CONTROL ASPECTS

By accepting my appointment as a ([FIH] board member, director, officer or employee) and by signing this Undertaking, I, (name of [FIH] board member, director, officer or employee), hereby acknowledge and agree to the following:

### 1. Declaration not to have committed an anti-doping rule violation

In accordance with Article 19.3 of the FIH Anti-Doping Rules ("FIH ADR") which states that "Subject to applicable law, and in accordance with Article 20.3.5 of the Code, any FIH employee who is involved in Doping Control (other than authorized anti-doping Education or rehabilitation programs) must sign a statement provided by FIH confirming that they are not Provisionally Suspended or serving a period of Ineligibility and have not been directly or intentionally engaged in conduct within the previous six (6) years which would have constituted a violation of anti-doping rules if Code-compliant rules had been applicable to them", I, (name of the FIH employee), hereby confirm that I am not Provisionally Suspended or serving a period of ineligibility (as defined in the World Anti-Doping Code) nor have I directly and intentionally engaged in conduct within the previous six (6) years.

### 2. Acceptance to be bound by the FIH Anti-Doping Rules

In accordance with Article 19.2 of the FIH ADR which states that "Subject to applicable law, and in accordance with Article 20.3.4 of the Code, all World Archery board members, directors, officers, employees and those of appointed Delegated Third Parties who are involved in any aspect of Doping Control, must sign a form provided by World Archery, agreeing to be bound by these Anti-Doping Rules as Persons in conformity with the Code for direct and intentional misconduct", I, (name of FIH board member, director, officer or employee), agree to be bound by the FIH ADR and comply at all times with the FIH ADR in the performance of my duties. Furthermore, I agree to be subject to the jurisdiction of the FIH under the FIH ADR for any anti-doping rule violations and/or for any direct and intentional misconduct.

### 3. Confidentiality duties

I, (name of FIH board member, director, officer or employee), understand and agree that the nature of my involvement as a FIH (board member/ director/ officer/ employee) is such that I shall come into contact or be made aware of sensitive and confidential data. Hence, I undertake and accept to treat all the anti-doping information and other information received in the course of my duties with strict confidentiality.

Security of all confidential information related documents or elements provided to FIH board members, directors, officers or employees within the framework of their duties, together with any notes or material, in whatever form or medium, shall be ensured also by the FIH board members, directors, officers or employees, in particular by implementing appropriate technical and organisational measures. Tangible and physical elements must be kept in a safe place which is inaccessible to unauthorised persons and digital elements must be encrypted/password protected.

The confidentiality obligations arising from this Undertaking shall not expire upon end of the appointment within FIH. Any misuse or unauthorized release of such confidential information may be grounds for legal action and/or disciplinary action up to and including termination of the employment where applicable.

#### 4. Conflicts of interest

I, (*name of FIH board member, director, officer or employee*), hereby agree that in the exercise of my duties on behalf of FIH, I shall avoid any undue influence or other factors which may give rise to a real or perceived conflict between my own personal interests or the interests of any other person and those of FIH

I acknowledge that conflicts of interest arise if I have or appear to have personal, professional, financial or other interests that may detract from my ability to perform my duties within FIH with integrity and in an independent and diligent manner. Conflicts of interest also arise if I use or appear to use confidential information obtained within the framework of my duties performed for FIH with the aim of gaining any possible undue advantage for myself or any other person or entity.

Any real, potential or perceived conflict of interest shall be immediately declared by to FIH. In such cases, I acknowledge and agree that I shall refrain from performing my duties in situations involving an existing or potential conflict of interest. Furthermore, I expressly acknowledge and accept that I shall have a continuing duty, during the course of my appointment within FIH, to disclose in writing without delay any facts or circumstances that might be of such nature as to compromise my independence.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_