

## Code of Conduct for IAKS Executive Board Members

(Approved by the Executive Board in its meeting on 26 June 2023)

This Code of Conduct is rooted in the culture of the International Association for Sports and Leisure Facilities (IAKS). It is a product of the Association's history, its values and dedication to upholding an effective and collective decision-making process and commitment to carrying out those decisions – as Executive Board (EB) members work together to fulfil the organization's mission.

IAKS activities are of a solely non-profit-making nature. The IAKS pursues unselfish ends, and its activities are not primarily aimed at furthering its own economic advantage. Both practically and professionally, the IAKS operates competently, objectively, and neutrally regarding products and services.

Executive Board members always have a duty in relation to the Association's missions and goals. This requires EB members to act honestly and in good faith, avoid and address conflicts of interest, maintain the confidentiality of information they acquire by virtue of their office, and serve the Association selflessly and loyally.

### Background

This Code of Conduct sets out the essential behavioural expectations and obligations that apply to all EB members, both elected and those representing Sections.

### Attitudes, Behaviours and Actions

All members of the IAKS Executive Board shall:

- Support the Mission, Vision, Core Values, Financial and Non-financial objectives of the Association.
- Serve the overall best interests of the Association and its long-term health and sustainability.
- For Section representatives, respect the different roles and responsibilities representing Sections in Section activities and when participating in formal Executive Board meetings.
- Avoid real and perceived conflicts of interest, such as personal business relationships, personal advantages, gifts, and invitations, and declare same as required.

- Know and conform with Rules, By-laws and policies approved by the General Assembly or the Board.
- Understand and uphold their Legal Duties, Fiduciary Duties and Duties of Care as described in the German civil code (BGB), the German Tax Code and the European GDPR (EU-DSGVO).
- Respect communication protocols between Board and Management and respect the distinction between Governance and Management functions.
- Act in good faith and conduct their affairs in a manner that will uphold the reputation and good governance of the Association.
- Maintain confidentiality of the details and dynamics of EB discussions, as well as those items designated as confidential.
- Demonstrate an open mind and prudent judgement in all matters under discussion and encourage and permit full discussion of all points of view.
- Be prepared and well-informed on all matters coming before the EB, notably by reviewing in advance and being prepared to discuss meeting materials.
- Refrain from trying to influence other EB members outside of EB meetings that might have the effect of creating factions and limiting free and open discussion.
- Participate and contribute to building and maintaining a healthy, productive, and effective functioning EB, including expressing opinions in a clear and respectful manner.

## Review and Declaration

I confirm my understanding of the IAKS Code of Conduct and declare to accept and respect its behavioural expectations and obligations.

Signature and Date:

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Print Name:

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