

A large, stylized gold boxing ring graphic that frames the central text. The ring is composed of a thick outer band and a thinner inner band, with horizontal bars connecting them on the left and right sides.

**World Boxing
Whistleblower Policy**

Purpose

World Boxing as a primary principle is committed to protecting the sport of boxing against threats to its integrity, whether they take the form of corruption, manipulation of competition, doping or other unethical behaviours.

The purpose of this policy is to facilitate an environment in which the reporting of any instances of suspected misconduct, or of an improper state of affairs or circumstances in relation to World Boxing or its operations, is encouraged without fear of detriment.

This policy intends to help deter wrongdoing, encourage more disclosures of wrongdoing, and ensure both disclosures, and individuals who disclose, are dealt with appropriately and fairly.

The policy furthers this purpose by outlining:

- a) the types of disclosures which qualify for protection;
- b) to whom disclosures should be made;
- c) how eligible whistleblowers will be supported and protected;
- d) how World Boxing will ensure fair treatment of all mentioned in the disclosure; and
- e) how disclosures of misconduct will be investigated.

Who can make a report/complaint to World Boxing?

Anyone who has become aware or who has reason to suspect any activity, behaviour or circumstance that may indicate a breach of World Boxing Statutes, Codes, Rules and Policies should make a report to World Boxing through the organisations reporting channels.

In doing so, this person becomes a “Whistleblower”. The person about whom the report is made is referred to below as the “Respondent”. The Whistleblower may provide contact information to allow World Boxing to seek additional information. Reports can also be made anonymously, but this may not allow World Boxing to thoroughly investigate the information provided.

Is it important to report wrongdoing?

While it is generally not mandatory to report breaches of World Boxing Statutes, Codes, Rules and Policies, Whistleblowers contribute to keeping boxing and the administration of the sport integral and fair. For this reason, reporting is strongly encouraged.

However, it is mandatory that persons who are considered as “Participants” under the Code on the Prevention of the Manipulation of Competitions and those subject to the Anti-Doping Rules do have the legal obligation to report potential breaches, information

gained, approaches and concerns at the first available opportunity.

What information can be reported?

Any information related to a conduct or omission which may constitute a breach of World Boxing Statutes, Codes, Rules and Policies can be reported to World Boxing. The categories are:

1. Anti-Doping Information related to potential breaches of World Boxing Anti-Doping Rules and WADA Anti-Doping Code, including:
 - the use of a prohibited substance or prohibited method
 - evading or tampering with doping control
 - possession, trafficking or administration of a prohibited substance or prohibited method
 - Prohibited association with banned individuals
2. Information related to potential breaches of the Code on the Prevention of the Manipulation of Competitions, including:
 - Failing to provide best efforts
 - Betting on boxing bouts
 - Manipulation or corruption of boxing competitions
 - Disclosure or use of inside information
 - Failure to report information of manipulation
3. Ethics Information related to potential breaches of the following World Boxing Rules and Policies:
 - Statutes
 - Code of Ethics
 - Code of Conduct
 - Candidate rules for Elections

Information on other situations not included above can be accepted.

How you can make a report to World Boxing

A report of a potential breach of the World Boxing Statutes, Codes, Rules and Policies can be made by confidentially writing to World Boxing using the following email address: ethics@worldboxing.org This email is monitored by World Boxing Ethics Chief.

The World Boxing Report Form can be found attached to this policy. It can help you identify the relevant elements to disclose.

Anti-Doping: reports related to a potential breach of the Anti-Doping Regulations may also be made directly to the World Anti-Doping Agency (WADA) through its dedicated secure and encrypted website: <https://speakup.wada-ama.org>.

Competition manipulation: reports related to a potential breach of the Code on the Prevention of the Manipulation of Competitions may also be made to the International Olympic Committee's Integrity and Compliance Hotline: <https://ioc.integrityline.org>.

Report on World Boxing President, Secretary General or Ethics Chief directly to the approved independent third-party organisation resolve@sportresolutions.com or the international Olympic Committee's Integrity and Compliance hotline: <https://ioc.integrityline.org>.

How will the report be handled by World Boxing?

Any report received by World Boxing will be processed by the World Boxing Ethics Chief in a way that guarantees the safe and confidential handling of the information received.

Firstly, the Ethics Chief will review the information received and assess whether it is credible, accurate, and material. As part of this review, the Ethics Chief may contact the Whistleblower to obtain clarification or ask for additional information.

The Ethics Chief, to advance the investigation, may also share the information within World Boxing or with the World Boxing approved independent third-party organisation, received on a strict need-to-know basis.

Following its assessment of the report, the Ethics Chief may decide to use the information received as a basis or as a component part for an investigation. The Ethics Chief has full discretion on how to use information received and whether to initiate investigations through the World Boxing approved independent third-party organisation.

Can the information provided be transferred to other organisations?

This depends on the type of information provided to World Boxing.

The Ethics Chief will transfer the complete file to the World Boxing approved independent third-party organisation for investigation or further disciplinary action should the case have merit or it is deemed necessary.

As a policy, World Boxing will not transfer information to any other organisation save where it is necessary, in which case it will inform the Whistleblower in advance.

Where World Boxing does transfer this information, the identity of the Whistleblower will only be disclosed upon his/her prior explicit consent or where required by law.

In accordance with the World Anti-Doping Code, World Boxing may be required or expected to share anti-doping information with other organisations involved in the fight against doping with jurisdiction over the Respondent, including other international federations, national anti-doping organisations, WADA, national/international law enforcement agencies as well as authorised service providers.

How are Whistleblowers Protected?

World Boxing has the following mechanisms to protect the Whistleblower:

- Confidentiality and protection of identity
- The conditions set out in the Judicial Procedures and the Anti-Doping Regulations

- Protection against retaliation, under the conditions set out in the Code of Ethics and the Anti-Doping Regulations
- Assistance where collaboration from law enforcement authorities is needed

At its sole discretion, World Boxing may also provide external legal assistance and financial assistance if deemed necessary to the case.

What are the Whistleblowers' Obligations?

World Boxing expects that the Whistleblower will give correct and full information in good faith for the good of the boxing community.

When communicating with World Boxing, Whistleblowers shall not impersonate any other person or entity, nor falsely state or otherwise misrepresent any purported fact, matter, or information that they know, believe, or could have reasonably known or believed not to be true, accurate and correct.

Malicious or knowingly false disclosure may constitute a breach of World Boxing Statutes. World Boxing is strongly opposed to such statements and will consider disciplinary action against perpetrators.

Privacy and Security

World Boxing respects and upholds the privacy rights of Whistleblowers. World Boxing will process data that it receives pursuant to this Policy, World Boxing Statutes, World Boxing Ethics and Judicial Procedures, and in accordance with its General Data Privacy Regulation, specific data privacy notices, and applicable laws.

Review Details

World Boxing reserves the right to amend the World Boxing Whistleblower Policy and Report Form from time to time.

Original Issue: 14 March 2023
Revision Date: March 2025 | Version: 2
Review Date: 2026

Whistleblower Report Form

Use this form to report information about **match-fixing, doping** or other **corruption or wrongdoing**.

By completing the report, you accept that an appropriate course of action will follow the complaint. World Boxing will keep your personal information confidential. Please keep in mind however that some information on the case will need to be shared with others in order to investigate the information properly.

TELL US ABOUT YOU			
Anonymity: Tick the box and request anonymity, which will be respected by World Boxing. <u>Only</u> the World Boxing Ethics Chief will be aware about the identity of the person making the report. The personal information still has to be filled in for the report to be seen as credible.	I wish to remain anonymous: YES <input type="checkbox"/> NO <input type="checkbox"/>		
Last Name:		First Name:	
Country:		City:	
Contact Number:		E-mail:	
TELL US ABOUT THE INDIVIDUAL OR ENTITY YOU WANT TO REPORT			
Name of Individual or Entity:			
City:		Country:	
Any Contact Information (if available):			
TELL US ABOUT THE CASE			
Please describe the following in as much detail as possible.			
What happened?			
Where did it happen?			
When did it happen?			

Do you think or know it will happen again? When and where will it happen again?			
Who else know of this offence and could have additional information about it?			
Do you have any evidence or materials relating to the offence?	YES NO	Can such evidence material be made accessible to World Boxing?	YES NO
What evidence or material do you have?	<input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>
Any other information about the offence?			
FOR WORLD BOXING HEADQUARTERS USE:			
Date:		Time:	

Guidelines:

- This form must be sent to the World Boxing Ethics Chief e-mail: ethics@worldboxing.org
- If the box regarding anonymity has been ticked, then the identity of the person making the report will only be made known to the World Boxing Ethics Chief.
- If the box regarding anonymity has NOT been ticked, then the identity can be made known to others, but will not be made public without prior agreement with the person making the report.
- Reports will, in general, be treated as confidential until reasonable certainty has been established that the reported offence can be proven.
- Any reports of any offence made by anyone with the knowledge that the offence is falsely accused or not given in good faith is considered a breach of World Boxing rules. World Boxing will take disciplinary action against any person who proves to provide such false accusations.