



CONFLICT OF INTEREST POLICY

Approved by the Board of Directors on

20 February 2025

I - GENERAL PRINCIPLES

Article 1 - Scope

This Policy sets out the procedures for identifying and managing conflicts and potential conflicts of interests or duty (hereinafter as to “Conflict” or “Conflicts”) affecting all persons involved in the administration and running of the International Padel Federation (hereinafter as to “IPF”) and its business (hereinafter as to “Party” or “Parties”).

Article 2 - Background

- 2.1 All Parties shall act in the best interests of IPF and in accordance with the IPF By-Law, the IPF Code of Ethics and any other technical, sports, discipline or any other rules and regulations of the IPF. The Parties are expected to act impartially and objectively and to actively take steps to avoid Conflicts.
- 2.2 Conflicts matter, as they affect discussions and decision-making processes and may result in taking decisions that are not in the best interests of IPF. Conflicts can give the impression - both internally and to the wider public - that an improper conduct has occurred, even when it may not have.
- 2.3 Conflicts come in a number of different forms. It is primarily the responsibility of each Party to identify, and then disclose, if there is a Conflict or potential Conflict that may affect them, or someone connected to them.
- 2.4 This Policy is not intended to adversely affect the ordinary decision-making processes within IPF. It is intended to make it more transparent and to allow the management of Conflicts that may arise. It is important that the management of a Conflict is proportionate to the risk that it poses to the best interests of the IPF.

II - CONFLICT OF INTEREST

Article 3 - Identification of “Conflict”

- 3.1 There are two kinds of Conflict:
 - i. A conflict of interests: this is when a Party has a personal interest (which may be financial or non-financial) which conflicts, or may conflict, with the best interests of IPF.
 - ii. A conflict of duties: this is when a Party owes a duty to another person/entity/body (such as being an employee, elected official, shareholder, trustee and the like) that conflicts, or may conflict, with his/her duties to act in the best interests of the IPF.

Article 4 - Connected Persons

- 4.1 A Conflict can still rise if it involves a payment or a benefit being given to a third party connected to the Party in question. A “Connected Person” is:
 - i. any parent, grandparent, child, stepchild, grandchild, brother, sister or spouse, or other family member of a Party or any person living with the Party as his or her partner;
 - ii. a firm, company or association in which the Party is a partner, officer, employee, consultant, director, member or shareholder or in which the Party has a direct or an indirect but beneficial interest (unless the Party owns no more than 1% of the issued shares of an entity listed on a recognised stock exchange);

- iii. a firm or company in which an individual listed in Article 4.1.1 above is connected in the ways set out in article 4.1.2.

Article 5 - Duty to Avoid Conflict

- 5.1 All Parties are under the duty to avoid a Conflict, whenever possible.
- 5.2 If a Conflict or potential Conflict exists, it must be disclosed by the Party concerned and managed as set out in this Policy.
- 5.3 Any doubt as to whether certain facts or circumstances may give rise to a Conflict should be resolved in favor of disclosing those facts or circumstances as source of a potential Conflict.

Article 6 - Declaration of Interests

- 6.1 Upon their appointment, all Parties must be provided and sign a declaration of interests' statement (hereinafter as to "Declaration"). In particular, this Declaration must include:
 - i. directorships, partnerships and/or employments with affiliated National Federations, Continental Associations or businesses that are engaged in the sports of padel;
 - ii. fiduciary or board or similar positions with affiliated National Federations, Continental Associations or businesses that are engaged in the sports of padel; and
 - iii. any material interests arising from close family or personal relationships with another Party in IPF.
- 6.2 Parties must update their Declarations as soon as possible following any change in circumstances.
- 6.3 Any Party who has a concern or is unsure of the proper procedure to follow should contact the IPF for their advice.

Article 7 - Managing Conflicts of Interests

- 7.1 If a Party has a Conflict, then a decision must be made as to how to manage it. This decision will be made by:
 - i. the President of the IPF (for Conflicts relevant to IPF Board of Directors);
 - ii. the chairman of the meeting at which the Conflict becomes relevant;and in each case after consultation with the IPF (via the relevant staff manager).
- 7.2 If the chairman of the meeting has a relevant Conflict, a new chairman will be appointed by the IPF Board of Directors for that matter.
- 7.3 A Party is required to give the decision-maker any additional information requested of the Party in order to determine how the Conflict is to be managed.
- 7.4 The decision-maker may decide that the Party:
 - i. can continue to participate in the normal way with the interest being minuted;
 - ii. shall not participate in the proceedings and is to abstain in any vote (but the body may ask the Party to provide any relevant information concerning the matter); or
 - iii. is to withdraw for the whole or part of the affected proceedings.