



ICE Hockey League

CODE OF ETHICS

in effect by Sept. 20th 2024

1. Fundamental Principles

- 1.1. The ICE-Clubs are responsible for all ICEHL Covered Parties which are subject to the ICEHL Statutes and Bylaws, Regulations/Codes, Decisions and Directives of the ICEHL and the relevant ICEHL Bodies and must strictly follow their terms and provisions.
- 1.2. ICE HOCKEY LEAGUE PARTNERS who violate this Code of Ethics are subject to disciplinary sanctions as set out in the ICE Gamebook. The decision on disciplinary sanctions is imposed by the Disciplinary Tribunal of the ICE HOCKEY LEAGUE in accordance with the respective jurisdiction and composition, as provided for in the ICE Gamebook.
- 1.3. Under no circumstances will it be a valid defence to a violation of this Ethics Code for an ICEHL Covered Party to claim he/she was ignorant of or made a mistake as to the provisions of this Ethics Code.
- 1.4. The obligations described in this Ethics Code are personal in nature. Individuals are responsible for their own conduct.
- 1.5. Notwithstanding Article 1.4, prior knowledge of an ICEHL Covered Party's future or continuing violation of this Ethics Code, and failure to take any action to stop or report such violation, may constitute a violation by an ICEHL Covered Party or Team Management with such knowledge.

2. Attitude and Behavior

- 2.1. ICEHL Covered Parties must conduct themselves in accordance with the principles of dignity, integrity, loyalty and responsibility in all relations of a competitive, economic, social (including social media) and moral nature. For on-ice activity, ICEHL Covered Parties must adhere to the standard level of conduct for on-ice activity specifically detailed in the IIHF Official Rule Book.
- 2.2. In order to ensure the respect of the above-mentioned principles, ICEHL Covered Parties are expected to base their attitude and behavior on the following criteria:

2.2.1. Dignity: means behaving in a respectful manner including the proper respect of the rights of the individual and the right to privacy. To this end:

- a) There shall be no abuse or discrimination against the human dignity of a person or group of persons by whatever means, including on grounds of race, skin color, gender, ethnic, national, or social origin, religion, philosophical or political opinion, marital status, sexual orientation, gender orientation or other grounds.
- b) Any activity constituting any form of harassment (physical, mental, moral, professional, or sexual); physical, verbal or sexual abuse; moral or mental injury; acts of violence or illegal activity will not be tolerated.
- c) Each ICEHL Covered Party shall at all times respect all facilities and objects used in connection to the organization and the operation of an ICEHL Event, including but not limited to, accommodation, locker rooms, transportation vehicles and player benches.

2.2.2. Integrity: means being upright in character, refraining from all incorrect behavior that might give rise to the appearance or suspicion of improper conduct and facing life's circumstances with moral strength, honesty and incorruptibility. To this end:

- a) ICEHL Covered Parties shall not disclose any information about the ICEHL that is not generally known by third parties, entrusted to them by virtue of their function, and shall not use this confidential information except in the performance of their ICEHL duties. In addition, the disclosure of non-confidential information must not be made for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any ICEHL Covered Party.

2.2.3. Loyalty: means to show continuous allegiance to the ICEHL. To this end:

- a) ICEHL Covered Parties shall always abide strictly by the ICEHL Statutes and Bylaws, Regulation/Codes, Decisions and Directives, including the sports and ethics principles upheld by the ICEHL.
- b) ICEHL Covered Parties shall have a fiduciary (trustee) duty to the respective Ownership/Board, the League and all Clubs.
- c) ICEHL Covered Parties performing an ICEHL duty must use the resources of the ICEHL only for lawful and ethical purposes authorised by ICEHL, and not for any unauthorised purpose.

2.2.4. Responsibility: means the performance by an individual without supervision of the tasks and functions held with care, in the best interest and full respect of Ice Hockey and of the ICEHL Statutes, Bylaws and regulations/codes. To this end:

- a) ICEHL Covered Parties shall not act in a manner likely to damage the ICEHL's reputation or bring ice hockey into disrepute.
- b) ICEHL Covered Parties shall not give, make, issue, authorize or endorse any statements and/or declarations (including through, print, broadcast, internet and/or any social media) that violate any provision of this Ethics Code specifically including, but not limited to, any statements that have or are designed to have an effect prejudicial to the welfare of the ICEHL, any ICEHL Covered party or Ice Hockey, or bring Ice Hockey into disrepute.

2.2.5. Neutrality: means that ICEHL Covered Parties must remain politically neutral in their dealings on behalf of the ICEHL with government institutions and national/international organisations.