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The International Governing Body for the Sport of
Alpabut

ETHICS

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& CONFLICT OF INTEREST CODE

Standards of Integrity for Officers,
Officials, and Licensed Personnel

VERSION 1 · EDITION 2026
ENGLISH · OFFICIAL TEXT



OFFICIAL DOCUMENT

WAF Ethics & Conflict of Interest Code

Standards of Integrity for Officers, Officials, and Licensed Personnel

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This Code establishes the binding ethical standards applicable to all officers, employees, volunteers, members of governing bodies, licensed coaches, referees, and athlete support personnel of the World Alpaut Federation. It operates as a Level II Regulatory Code under the WAF Master Document Register and is binding from the date of entry into force on all persons within its scope. Compliance with this Code is a condition of holding any office, licence, or accreditation within the Federation.



OPENING

Preamble

The integrity of sport rests on the integrity of its institutions and of the persons who lead, govern, officiate, and support athletes. The World Alpaut Federation (WAF) recognises that public confidence in the Federation, in the sport of Alpaut, and in the fairness of competition depends on the consistent ethical conduct of every person who acts in the name of, or under the authority of, the Federation.

This Ethics and Conflict of Interest Code establishes the binding standards of integrity, impartiality, and accountability applicable to all WAF officers, employees, volunteers, members of governing bodies, licensed coaches, referees, technical officials, and other persons exercising functions within the Federation. The Code is grounded in the values set out in the WAF Statutes and is informed by international best practice, including the IOC Code of Ethics, the principles of the United Nations Convention against Corruption, and the standards expected of international sports federations.

This Code does not replace, but supplements and reinforces, the rules established in the WAF Statutes, the WAF Disciplinary Code, the WAF Anti-Doping Code, the WAF Safeguarding Policy, and the WAF Data Protection Policy. Where the conduct in question is also addressed by another WAF instrument, the relevant instruments shall be applied together; in the event of conflict, the instrument providing higher protection of the public interest, the Federation, or affected individuals shall prevail.

FOUNDATIONAL PRINCIPLES

Integrity · Impartiality · Accountability · Transparency · Fairness · Respect for the dignity of athletes and colleagues · Commitment to clean sport · Stewardship of Federation resources. Every person within the scope of this Code is expected to embody these principles in every act undertaken on behalf of the Federation.



REFERENCE

Definitions

For the purposes of this Code, the following terms shall have the meanings set out below.

Officer	Any member of the Board of Directors, the Executive Committee, the Disciplinary Committee, the Anti-Doping Committee, the Examination Commission, the TUE Committee, the Appeals Tribunal, the Athletes' Commission (when established), or any other official organ or commission of the Federation.
Personnel	Any employee, contractor, secondee, volunteer, or other person performing functions for or on behalf of WAF on a paid or unpaid basis.
Licensed Person	Any holder of a current and valid WAF licence, including coaches, referees, athletes, and athlete support personnel.
Person within Scope	Collectively, Officers, Personnel, Licensed Persons, and any other person acting under the authority of WAF or representing WAF in any capacity.
Conflict of Interest	Any situation in which a Person within Scope has, or may reasonably be perceived to have, a personal, financial, family, business, professional, or other interest that could improperly influence — or could appear to a reasonable observer to improperly influence — the discharge of that person's WAF functions.
Actual Conflict	A conflict of interest where the personal interest in fact overlaps with, or competes with, the WAF function.
Potential Conflict	A conflict of interest where the personal interest may, in foreseeable future circumstances, overlap with or compete with the WAF function.
Perceived Conflict	A conflict of interest where, regardless of actual influence, a reasonable external observer would conclude that the person's impartiality may be compromised.
Gift	Any item of value, whether tangible or intangible, including monetary payments, products, services, hospitality, travel, accommodation, entertainment, preferential pricing, or other benefits.



Personal Interest	Any interest of the Person within Scope, of a Family Member, of a person with whom they have a close personal or business relationship, or of any entity in which they hold a direct or indirect material economic interest.
Family Member	Spouse, registered partner, parent, child, sibling, step-relative, in-law, grandparent, grandchild, or any other person with whom the Person within Scope shares a household.
Confidential Information	Information of any nature relating to WAF, its members, athletes, officials, or activities, that is not in the public domain and the disclosure of which could harm the Federation or any individual.
Ethics Committee	The body designated under Article 15 to receive disclosures, advise on conflicts, investigate alleged breaches, and recommend action.



PART I

General Provisions

Purpose, scope, and fundamental principles

**PART I****General Provisions**

Article 1 Purpose and Scope

- 1.1.** The purpose of this Code is to establish the standards of ethical conduct expected of all Persons within Scope and to provide the framework for identifying, declaring, managing, and resolving conflicts of interest.
- 1.2.** This Code applies to:
- (a)** All Officers in the discharge of their WAF functions and in any matter that may affect the reputation or interests of the Federation;
 - (b)** All Personnel during their engagement with WAF;
 - (c)** All Licensed Persons in their conduct in connection with WAF activities, competitions, training, and the use of their licence;
 - (d)** Any other person exercising delegated authority on behalf of WAF or representing WAF externally.
- 1.3.** This Code applies to conduct undertaken in the discharge of WAF functions and to conduct outside WAF functions where such conduct: (a) directly affects the discharge of WAF functions; (b) is undertaken in a setting in which the person is identified or identifiable as a WAF Officer, Personnel, or Licensed Person; or (c) is reasonably likely to bring the Federation or the sport into disrepute.

Article 2 Fundamental Principles

- 2.1.** Every Person within Scope shall:
- (a)** Act with integrity, honesty, and good faith in the discharge of their WAF functions;
 - (b)** Discharge their WAF functions impartially, without favour or prejudice, and in the best interests of the sport and the Federation;
 - (c)** Act with reasonable care, diligence, and competence;
 - (d)** Be accountable for the proper discharge of their functions and for the use of any Federation resources entrusted to them;
 - (e)** Act transparently, in accordance with the WAF rules of disclosure and reporting;
 - (f)** Treat athletes, colleagues, opponents, and the public with respect and dignity;
 - (g)** Uphold and promote the values of clean sport, fair competition, and athlete welfare;
 - (h)** Refrain from any conduct that may bring the Federation, the sport of Alpaca, or any other Person within Scope into disrepute.



Article 3 Relationship to Other WAF Documents

- 3.1.** This Code operates as a Level II Regulatory Code under the WAF Master Document Register and shall be read in conjunction with: (a) the WAF Statutes; (b) the WAF Disciplinary Code; (c) the WAF Anti-Doping Code; (d) the WAF Safeguarding Policy; (e) the WAF Data Protection Policy; (f) the WAF Coach Framework; (g) the WAF Licensing System; and (h) the WAF International Referee Code of Conduct (when adopted).
- 3.2.** In the event of any conflict between this Code and the WAF Statutes, the Statutes shall prevail. In the event of any conflict between this Code and another WAF regulatory instrument, the instrument providing higher protection of the public interest, the Federation, or affected individuals shall prevail.
- 3.3.** Conduct that constitutes a breach of this Code may simultaneously constitute a violation of one or more other WAF instruments. The same conduct shall not, however, give rise to multiple separate sanctions for the same factual basis (non bis in idem); the most appropriate procedure shall be selected by the Ethics Committee in consultation with the Disciplinary Committee.



PART II

Standards of Conduct

Integrity, impartiality, fairness, and respect

**PART II****Standards of Conduct**

Article 4 Integrity and Honesty

- 4.1. Persons within Scope shall act with integrity and honesty in all WAF matters. They shall not engage in or facilitate any form of fraud, bribery, corruption, or deception.
- 4.2. Persons within Scope shall not knowingly make any false or misleading statement in relation to WAF matters, whether to the Federation, to its members, to athletes, to the public, to a court or arbitral body, or to any other body.
- 4.3. Persons within Scope shall not falsify, alter, or destroy any document, record, or other information of WAF, except in the proper discharge of their functions and in accordance with applicable retention schedules.

Article 5 Impartiality and Fair Treatment

- 5.1. Persons within Scope shall discharge their WAF functions impartially, without favour or prejudice based on nationality, ethnicity, race, religion, language, gender, gender identity, sexual orientation, age, disability, political opinion, or any other characteristic.
- 5.2. Officers and Personnel making decisions affecting athletes, members, or other Persons within Scope shall do so on the basis of merit, evidence, and the applicable WAF rules, free from personal preference, friendship, hostility, or external pressure.
- 5.3. Persons within Scope shall not use their WAF position to obtain preferential treatment for themselves, for Family Members, or for any other person or entity in which they have a Personal Interest.

Article 6 Respect and Dignity

- 6.1. Persons within Scope shall treat athletes, colleagues, members, opponents, officials, and the public with respect and dignity.
- 6.2. The following conduct is prohibited and constitutes a breach of this Code:
 - (a) Harassment, including sexual harassment;
 - (b) Bullying, intimidation, or coercion;
 - (c) Discrimination of any kind;
 - (d) Verbal abuse, threats, or insults;
 - (e) Physical aggression or unwanted physical contact;
 - (f) Conduct that humiliates, degrades, or otherwise undermines the dignity of any person.



- 6.3. Where the conduct concerned falls within the scope of the WAF Safeguarding Policy, the Safeguarding Policy shall prevail in respect of safeguarding matters and the matter shall be handled jointly by the Safeguarding Officer and the Ethics Committee.

Article 7 Respect for Decisions and Procedures

- 7.1. Persons within Scope shall comply with the lawful decisions of WAF organs and with the procedures established by WAF rules.
- 7.2. Persons within Scope shall raise any disagreement or grievance through the appropriate WAF channels (including the appeal procedures established in the relevant instruments) and shall not engage in public criticism, social-media campaigns, or media communications that undermine the integrity of WAF decisions before those channels are exhausted.
- 7.3. This Article shall not restrict legitimate participation in good-faith reporting under any whistleblower protection provided by this Code or by the WAF Anti-Doping Code, the WAF Safeguarding Policy, or the WAF Data Protection Policy.

Article 8 Stewardship of Federation Resources

- 8.1. Persons within Scope entrusted with Federation resources — including funds, property, intellectual property, information, and the use of Federation premises and equipment — shall use those resources solely for the proper discharge of WAF functions and shall not appropriate, divert, or misuse them for personal benefit or for the benefit of any third party.
- 8.2. Persons within Scope shall maintain accurate records of any expenditure of Federation funds within their authority and shall comply with the financial controls established by WAF (and, when adopted, by the WAF Financial Regulations & Audit Policy).
- 8.3. Personal use of Federation resources of nominal value (such as office supplies or incidental use of communications tools) is permitted within reasonable limits established by the General Secretary.



PART III

Conflicts of Interest

Identification, declaration, and management

**PART III****Conflicts of Interest**

Article 9 Recognising a Conflict of Interest

- 9.1.** A conflict of interest may be Actual, Potential, or Perceived. All three categories must be disclosed and managed under this Code; the obligation does not depend on whether the conflict has in fact influenced any decision.
- 9.2.** Common situations giving rise to a conflict of interest include, without limitation:
- (a)** Being related to, or in a close personal or business relationship with, a person who is the subject of, party to, or affected by a WAF matter;
 - (b)** Holding a financial interest, directorship, employment, or consultancy with an entity that is a sponsor, supplier, contractor, or competitor of WAF, or that is the subject of a WAF decision;
 - (c)** Concurrently holding office in a national federation, club, or other body that is a party to, or interested in, the WAF matter under consideration;
 - (d)** Having a previous treating-physician, coach, judge, or comparable professional relationship with a person who is the subject of the WAF matter;
 - (e)** Having received, within the preceding three (3) years, a Gift or other benefit from a party to or interested in the WAF matter that exceeds the de minimis threshold under Article 11.3;
 - (f)** Being subject to instruction, pressure, or expectation from a third party in relation to the WAF matter.

Article 10 Duty to Declare

- 10.1.** Every Person within Scope shall declare any Actual, Potential, or Perceived conflict of interest as soon as they become aware of it, and in any event before participating in any WAF decision, vote, deliberation, recommendation, or action that may be affected.
- 10.2.** Annual Declaration — Officers and senior Personnel shall, on assuming office and annually thereafter, submit a written Annual Declaration of Interests to the Ethics Committee, identifying their material outside affiliations, financial interests, family relationships, and any other matter that may give rise to a conflict of interest. The standard form of declaration shall be issued by the Ethics Committee.
- 10.3.** Specific Declaration — In addition to the Annual Declaration, every Person within Scope shall make a Specific Declaration in respect of any WAF matter in which they may have a conflict of interest, before any participation in that matter. The Specific Declaration shall be recorded in the minutes of the relevant meeting or in the Ethics Register maintained under Article 14.



10.4. Failure to declare a conflict of interest shall constitute a breach of this Code, regardless of whether the conflict in fact influenced the outcome of the matter concerned.

Article 11 Gifts, Hospitality, and Benefits

11.1. Persons within Scope shall not solicit, accept, or offer any Gift, hospitality, or benefit in circumstances that may improperly influence — or could appear to a reasonable observer to improperly influence — the discharge of WAF functions.

11.2. Officers and Personnel may accept symbolic gifts of nominal value, customary hospitality at WAF or partner-hosted events, and modest tokens of appreciation, provided that acceptance: (a) is consistent with prevailing diplomatic and sporting custom; (b) is not solicited; (c) does not place the recipient in a position of obligation to the giver; and (d) is recorded under Article 11.4 where the value exceeds the de minimis threshold.

11.3. De Minimis Threshold — The de minimis threshold for purposes of this Article is fifty United States dollars (USD 50) or the equivalent in local currency, calculated on a per-gift and per-occasion basis. Cumulative gifts from the same source within any twelve (12) month period shall be aggregated for purposes of this threshold.

11.4. Gifts Register — All Gifts received by Officers and senior Personnel that exceed the de minimis threshold shall be recorded in the WAF Gifts Register maintained by the Ethics Committee. The Register shall identify the recipient, the giver, the nature and value of the gift, the date, and the disposition (retained, returned, donated, or held by the Federation).

11.5. Cash, cash equivalents, and gift vouchers shall not be accepted in any amount, save where the matter constitutes legitimate honoraria, reimbursement of travel expenses, or other payment authorised by WAF.

11.6. Hospitality at WAF-sanctioned events for Officers and Personnel performing official duties at the event is not a Gift for purposes of this Article.

Article 12 Outside Activities and Secondary Engagements

12.1. Officers and senior Personnel shall not undertake outside activities — including paid employment, consultancies, directorships, advisory roles, or media engagements — that conflict with their WAF functions or that involve a competitor, sponsor, supplier, or other entity having a material interest in WAF, without the prior written consent of the Ethics Committee.

12.2. Concurrent Office in Member Organisations — Officers may concurrently hold office in a member organisation of WAF, but shall recuse themselves from any WAF matter directly affecting that member organisation, in accordance with Article 13.



12.3. Outside activities of a personal, family, charitable, religious, or political nature that do not involve a Personal Interest in any WAF matter and that do not bring the Federation into disrepute do not require disclosure under this Article.

Article 13 Recusal and Mitigation

13.1. Where a conflict of interest is declared or otherwise identified, the Person within Scope shall recuse themselves from the matter concerned. Recusal includes:

- (a)** Withdrawal from any deliberation, vote, recommendation, or decision on the matter;
- (b)** Non-receipt of any documents or information relating to the matter, except where the person is the data subject and has a right to receive such information under the WAF Data Protection Policy;
- (c)** Non-participation in any informal discussion of the matter with other Persons within Scope;
- (d)** Where the person is the chair of the meeting, transferring chair functions to a deputy.

13.2. Where recusal alone does not adequately address the conflict, the Ethics Committee may recommend additional mitigation measures, including: (a) reassignment of the matter to a different Officer or organ; (b) screening arrangements; (c) third-party oversight; (d) divestment of the conflicting interest; or (e) in serious cases, removal from the office or function in question.

13.3. Recusal under this Article shall be recorded in the minutes of the relevant meeting or in the Ethics Register.



PART IV

Confidentiality & Public Conduct

Information governance, public statements, and external representation



PART IV

Confidentiality and Public Conduct

Article 14 Confidentiality

- 14.1.** Persons within Scope shall maintain the confidentiality of all Confidential Information acquired in the course of their WAF functions, both during and after their engagement with WAF.
- 14.2.** Confidential Information includes, without limitation: deliberations of WAF organs prior to public communication; draft documents and decisions; investigation files; safeguarding records; medical and TUE files; commercial and financial information not in the public domain; legal advice; and personal data of any kind.
- 14.3.** Disclosure of Confidential Information is permitted only: (a) where authorised by the proper authority within WAF; (b) where required by law or by an order of a competent court or arbitral body; (c) where necessary in the discharge of the person's WAF functions; or (d) in accordance with whistleblower protections established under Article 18 of this Code or under another WAF instrument.

Article 15 Public Statements and Media

- 15.1.** Public statements on behalf of WAF shall be made only by the President, the General Secretary, the Spokesperson, or another Officer expressly authorised for that purpose. The Media and Communications Policy of WAF shall apply to all such statements.
- 15.2.** Officers and Personnel making personal public statements (including statements on social media) on matters relating to WAF, the sport of Alpagut, or other Persons within Scope shall:
- (a)** Make clear that the statement is made in a personal capacity, where this is not self-evident;
 - (b)** Not disclose Confidential Information;
 - (c)** Not bring the Federation, the sport, or any colleague into disrepute;
 - (d)** Not undermine the lawful decisions of WAF organs or the integrity of athletes, officials, or other persons.
- 15.3.** The right to legitimate, good-faith criticism of WAF policies and decisions, expressed through appropriate channels, is not restricted by this Article. The right to engage in academic, scholarly, or journalistic commentary on Alpagut and on the Federation, in accordance with applicable professional standards, is also preserved.

Article 16 External Representation



- 16.1.** Persons within Scope shall not represent themselves to be acting for or on behalf of WAF in any external matter unless expressly authorised to do so.
- 16.2.** Officers and Personnel travelling on WAF business or attending external events in their WAF capacity shall conduct themselves in a manner befitting the Federation and shall not engage in any conduct that may bring the Federation into disrepute.



P A R T V

Ethics Committee & Enforcement

Composition, jurisdiction, procedures, and sanctions

**PART V****Ethics Committee and Enforcement**

Article 17 The Ethics Committee

- 17.1.** WAF establishes the Ethics Committee as the body responsible for receiving disclosures under this Code, advising on conflicts of interest, investigating alleged breaches, and recommending action.
- 17.2.** Composition — The Ethics Committee shall consist of three (3) members appointed by the Board of Directors for a renewable term of four (4) years. Members shall be persons of established integrity and shall have experience in law, governance, ethics, sports administration, or comparable fields. At least one (1) member shall be external to WAF and its member organisations.
- 17.3.** Independence — The Ethics Committee shall act independently. No Officer or organ of the Federation shall instruct the Committee as to the substantive performance of its tasks, nor shall any member be penalised for the proper performance of those tasks. Removal from the Committee shall be only for cause, by reasoned written decision of the Board of Directors, after the affected member has been afforded a reasonable opportunity to respond.
- 17.4.** Conflicts within the Committee — No member of the Ethics Committee shall participate in any matter in which they have a conflict of interest. Where the entire Committee is conflicted in respect of a matter, the Board of Directors shall, on recommendation of the President, designate an ad hoc panel of three (3) qualified persons to act in the place of the Committee for that matter.
- 17.5.** Tasks — The Ethics Committee shall:
- (a) Receive and consider Annual and Specific Declarations under Article 10;
 - (b) Provide advice and guidance on conflicts of interest, on request from any Person within Scope;
 - (c) Maintain the WAF Ethics Register and the Gifts Register;
 - (d) Receive complaints alleging breaches of this Code;
 - (e) Investigate alleged breaches and conduct hearings under Article 19;
 - (f) Recommend findings and sanctions to the appropriate WAF organ;
 - (g) Report annually to the Board of Directors on the operation of this Code.

Article 18 Whistleblower Protection

- 18.1.** Any person — whether or not within the scope of this Code — may report a suspected breach of this Code to the Ethics Committee through the dedicated reporting channels (ethics@alpagutfederation.org; postal address; secure web form on the WAF website; or in person to any member of the Ethics Committee).
- 18.2.** Reports may be submitted anonymously and shall be acted upon where the information is sufficiently specific, credible, and capable of verification.



- 18.3.** The identity of any reporter acting in good faith shall be treated as strictly confidential and shall be disclosed only with the reporter's express written consent or where required by law.
- 18.4.** Anti-Retaliation — Any retaliation against a person who has, in good faith, submitted a report under this Code or cooperated with an investigation shall constitute an aggravated breach of this Code, attracting the most severe sanctions available under Article 20. Retaliation includes, without limitation, threats, intimidation, harassment, exclusion from competition or training, withdrawal of support, removal from office, or any adverse change in the conditions of the reporter's WAF engagement.
- 18.5.** Knowingly false reports submitted in bad faith with the intention of harming the person reported shall constitute a breach of this Code by the reporter and may attract sanctions under Article 20.

Article 19 Investigation and Hearing

- 19.1.** Upon receipt of a report or on its own initiative, the Ethics Committee shall conduct a preliminary assessment to determine whether the matter falls within the scope of this Code and whether further investigation is warranted.
- 19.2.** Where investigation is warranted, the person concerned shall be notified of the alleged breach and afforded a reasonable opportunity to respond in writing. The notification shall describe the alleged breach, the evidence relied upon (subject to confidentiality protections for the reporter), and the procedural rights of the person.
- 19.3.** The person concerned shall have the right to: (a) be informed of the alleged breach in writing; (b) be assisted by a representative at their own expense; (c) submit a written defence; (d) request an oral hearing where the potential sanction is significant; (e) examine the evidence relied upon, subject to lawful confidentiality protections; and (f) receive a reasoned written decision.
- 19.4.** The standard of proof shall be the balance of probabilities for matters of conflict of interest, gifts, and procedural compliance, and the comfortable satisfaction of the Ethics Committee for matters of integrity, dishonesty, harassment, or analogous conduct.
- 19.5.** The Ethics Committee shall issue its findings and recommendations within sixty (60) days of the conclusion of the investigation, with extension of up to thirty (30) further days on cause shown.
- 19.6.** Recommendations of the Ethics Committee shall be transmitted to the appropriate authority for action: the Board of Directors in respect of matters concerning Officers; the General Secretary in respect of matters concerning Personnel; the Disciplinary Committee in respect of matters that also constitute disciplinary offences; and the Examination Commission in respect of matters concerning Licensed Persons.

Article 20 Sanctions

- 20.1.** Where a breach of this Code is established, sanctions may include:



- (a) Confidential warning;
- (b) Public reprimand;
- (c) Mandatory training or counselling;
- (d) Restitution of any improperly received Gift, benefit, or financial advantage;
- (e) Suspension from office, function, or licence for a defined period;
- (f) Removal from office, function, or licence;
- (g) Referral to law enforcement where the conduct may constitute a criminal offence.

20.2. Sanctions shall be proportionate to the nature and gravity of the breach, the degree of intent or negligence, the harm caused, the position of the person concerned, prior breaches, and any aggravating or mitigating factors.

20.3. Aggravated Breaches — The following shall be treated as aggravated breaches and shall attract the most severe sanctions: (a) any form of corruption, bribery, or fraud; (b) safeguarding-related breaches involving Protected Persons; (c) retaliation against a good-faith reporter; (d) repeated or systematic breaches; (e) breaches by senior Officers.

20.4. Where the breach also constitutes a violation of the WAF Disciplinary Code, the WAF Anti-Doping Code, or another WAF instrument, the matter shall be handled jointly by the Ethics Committee and the relevant body, applying the principle of non bis in idem.

Article 21 Appeal

21.1. Decisions imposing sanctions under this Code may be appealed in accordance with the appeal procedures established in the WAF Disciplinary Code, applied mutatis mutandis.



PART VI

Final Provisions

Acceptance, amendment, and entry into force

**PART VI****Final Provisions**

Article 22 Acceptance and Acknowledgment

- 22.1.** Every Officer, member of senior Personnel, and Licensed Person shall, on assuming office, function, or licence, sign a written acknowledgment of acceptance of this Code. The acknowledgment shall be retained by the Secretariat in accordance with the WAF Data Protection Policy Retention Schedule.
- 22.2.** Refusal to sign the acknowledgment shall constitute grounds for refusal to confirm the appointment, engagement, or licence.

Article 23 Training and Awareness

- 23.1.** WAF shall provide ethics training to Officers, Personnel, and Licensed Persons on assumption of office, function, or licence and on a refresh cycle of no more than three (3) years.
- 23.2.** Training shall include: the principles of this Code; conflict-of-interest identification and management; the gifts regime; whistleblower protections; and the procedures of the Ethics Committee.

Article 24 Amendments

- 24.1.** This Code may be amended upon recommendation of the Ethics Committee and the Board of Directors and approval of the General Assembly, in accordance with the Statutes.
- 24.2.** Proposed amendments shall be circulated to all member organisations no less than sixty (60) days before adoption.

Article 25 Entry into Force

- 25.1.** This Code shall enter into force on the date of its adoption by the WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026.
- 25.2.** Within ninety (90) days of the entry into force of this Code, all Officers and senior Personnel shall submit their first Annual Declaration of Interests under Article 10.2.

**OFFICIAL**

Adoption & Signatures

This WAF Ethics & Conflict of Interest Code has been adopted by the WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026. By signature below, the undersigned officers confirm the adoption of this Code on behalf of the Federation, and affirm WAF's commitment to the highest standards of integrity and ethical governance.

Adopted by	WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026.
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SIGNATURES

Authorised Signatories

Vasif Namazov

Chairman of the Board

Signature

Date

**EMIL RAHIMOV****Interim President — BAŞAD**

World Alpaut Federation

Signature

Date

CHAIR, ETHICS COMMITTEE*To be appointed at the General Assembly, December 2026*

Signature

Date



WORLD ALPAGUT FEDERATION

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