Principle	Indicator	Detailed evaluation criteria	Valid data source	ces Evidence Initial comments	Initial request for additional information	Organisation's answer to initial request for additional information	Comments on organisation's answer to initial request	Further request(s) for additional information	Organisation's answer(s) to further request(s) for additional information	Comments on further answers by organisation	Evidence provided by the organisation to support answer(s)	Preliminary score (Yes/No/NA)	Organisation's comments on preliminary score	Final score (Yes/No/NA) Justification of final score	Final comments by organisation (max. 600 characters)
Principle 1 The organisation publishes its statutes/constitution, internal regulations, sports rules, and organisation chart on its	are they retrievable through the home	Is the webpage where the documents can be downloaded linked (either directly or via a chain of links) to the homepage of the website?	Organisation's website	IHF Statutes (2018): http://www.ihf.info/files/Uploads /NewsAttachments/U_OIN2O- N2ON-Nac-CR 20-0-								Yes		Yes	
website.	page (or sub-levels of the home page accessible through the home page) of it website?	5		%20Statutes_GB.pdf											
	internal regulations on its website and are they retrievable through the home	workings of the organisation in more detail than the statutes do?	Organisation's website	IHF Standing Orders for the Council and Commissions: http://www.lhf.info/files/Uploads								Yes		Yes	
	page (or sub-levels of the home page accessible through the home page) of it website?	Do these principles detail the working of at least the board, general assembly, management, and is all of its standing committees? Is the webpage where the documents can be downloaded linked (either directly or via a chain of		NewsAttachments/0_IHF_STATU TS_CHAP_2Z_GB.pd; IHF Regulations regarding Penalties and Tines: http://www.lhf.info/files/Uploads											
	rules on its website and are they retrievable through the home page (or	links) to the homepage of the website? Does the organisation publish a comprehensive set of principles that establish the rules governing competition?	Organisation's website	/NewsAttachments/0 XXXIsQOReg IHF Beach Handball Rules: http://www.ihf.info/flies/Uploads /NewsAttachments/0 09%20-								Yes		Yes	
	sub-levels of the home page accessible	is the webpage where the documents can be downloaded linked (either directly or via a chain of links) to the homepage of the website?		%20Rules/R20fW2Cthe%20Game %20(Reach%2CHe%20Game %20(Reach%2CHe%20Game) MFB Bill Regulations: http://www.lifi.info/files/Uploads //www.ktAchments/0 life STATU											
	organisation chart on its website and	Does the organisation publish an an organisation chart with multiple hierarchical levels? Is the webpage where the chart can be downloaded linked (either directly or via a chain of links)	Organisation's website	TS_CHAP_13A_GB_pdf; HF Goal HF Handbook: A deeper Google Search shows that the IHF's official book http://www.ihf.info/en- us/thehf/profile aspx or "organizational chart" on pp. 319-321. However, upon								No		No	
	page (or sub-levels of the home page accessible through the home page) of it website?	to the homepage of the website?		http://fidi.info/upioad/Book/issue closer look no such chart is to be found in the document. 0001/offline/download.pdf											
Principle 2 The organisation publishes the agenda and minutes of its general assembly meeting on its website.	Did the organisation publish the agenda of its latest general assembly meeting on its website before the meeting took place and	is the webpage where the document can be downloaded linked (either directly or via a chain of links) to the homepage of the website?	Organisation's website	INF Congress General Announcement - Information: Appear 2017 before the Meeting (November 2017) http://www.limi.fnlinfyllies/lujolods contains a general intendable, but not lot of agenda feman.								No		No	
	is it retrievable through the home page (or sub-levels of the home page accessible through the home page) of the website?			//Documents/43882_01_General% The agenda itself 20information_EN.pdf; IHF (http://www.ihf.info/files/Uploads/Documents/43822_Agenda (2017): http://www.ihf.info/files/Uploads/while searching for financial reports). The search results or	e										
		Does the document list agenda items? Does the document provide words of explanation with a number of agenda items?	Published agenda of the ger assembly	/Documents/43822_Agenda_E.pd the IHF website itself re-route to the home page.								No		No	
	discussed and specify which items shall be	Does the document specify items that shall be put to the vote?													
	Does the organisation publish the minutes of its latest general assembly meeting on it website and are they retrievable through	is the webpage where the document can be downloaded linked (either directly or via a chain of links) to s the homepage of the website?	Organisation's website	HF Congress Minutes (2017): http://inf.info/files/Uploads/Docu ments/43883 Minutes, E.pdf								Yes		Yes	
	of its latest general assembly meeting on it website and are they retrievable through the home page (or sub-levels of the home page accessible through the home page) of the website?	,													
	Do the minutes of its general assembly meeting give a summary of the deliberations and ballots?	Ooes the document give a summary of deliberations? Does the document give a summary of ballots cast (exact voting results in numbers or percentages)?	Published general assembly minutes	y BHF Congress Minutes (2017): http://fed.info/files/Uploads/Docu ments/43883_Minutes_E.pdf								Yes		Yes	
Principle 3 The organisation publishes board and standing committee decisions on its website.	3.1 Does the organisation publish public versions of the minutes of all the board meetings that took place during the past 1:	Does the organisation report on decisions taken in all its board meetings that took place during the past Ex- months via its website?	2 Organisation's website	"2nd Executive Committee Some Information can be found on Executive Committee Meeting": http://www.htl.info/en-meeting, but details are scarce Furthermore, said us/theht/forganization/president/ Executive Committee does not involve all Council								No		No .	
	months on its website (retrievable through the home page or sub-levels of the home page)?	Is the webpage or document where the information can be retrieved linked (either directly or via a chain or links) to the homepage of the website? Note that, for reasons of privacy, the organisation does not need to publish the official minutes. The organisation may produce a public version of the minutes, but it may also publish newsletters on its websit	d .	presidents.ct/biteq.ctc/bityldstall members. Finally, the summary of the HF President's s.aspx?ID-322, "3rd HF Executive Committee Meeting". http://www.ihf.info/en-ut/heb/froganization/president/											
		that contain reporting on decisions.		presidentsactivities/activitydetail s.aspx?ID=329; IHF President's Activities: http://www.ihf.info/en- us/theilf/organization/orgesident/											
	3.2 Does this version contain an explanation behind the rationale of certain (key) decisions?	Do reports on decisions provide information on the rationale behind some decisions? Is this the case for at least half of the board meetings?	Reports available on websit	te See 3.1								No		No	
	3.3 Does the organisation multich multich	Does the organisation report via its website on decisions taken in standard report via its website via i	Organisation's wohrite	"HeF Commissions": Info on (standing) committees/commissions is very limite								No No		No.	
	versions of the minutes of standing committee meetings that took place during the past 12 months on its website (retrievable through the home page or	Ones the organisation report val its website on decisions taken in standing committee meetings that took does the organisation report and ecisions taken in all of its standing committees? Such websites or the compact of ecisions taken in all of its standing committees? Such websites or the compact of the website?	Organization 3 Website	http://www.inf.info/en- us/theht/forganization/commissio the minutes of standing committee meetings.	~										
		Note that, for reasons of privacy, the organisation does not need to publish the official minutes. The organisation may produce a public version of the minutes, but it may also publish newsletters on its websit													
Principle 4 The organisation publishes information about its board members on its website.	4.1 Does the organisation's website list the	that contain reporting on decisions. Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the mount sensor?	Organisation's website; min	nutes "HF Council":								Yes		Yes	
its board members on its website.	board?	Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website?	report	naual http://www.iht.info/en- us/theilt/lorganization/council.as px											
	Does the organisation's website list the start and end date of the mandate of each	Does the information include the start and end dates of the mandates of all its elected officials? Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the	Organisation's website; mir of the general assembly; an	nutes "IHF Council": No information provided on dates/herms (beyond the http://www.inf.info/en-general electoral period in years).								No		No	
		annual report? Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the		us/theint/organization/council.as px											
		homepage of the website? Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the annual report?	Organisation's website; min of the general assembly; an	nutes "Hif Council": See 4.2 http://www.inf.info/en-								No		No	
	previous mandates?	is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website?		us/theintf/organization/council as px											
	Does the organisation's website provide biographical information about each individual board member, including at leas	Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the annual report?	Organisation's website; min of the general assembly; an	nutes "IHF Council": Not available for all board members (see: no CV for council http://www.ihf.info/en-member BLAS); levels of information contained in the CVs	4							No		No .	
	their professional background?	Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website?	report	us/theiht/organization/council as vary depending on the member. px											
	Does the organisation's website provide information on other positions in sport organisations held by each individual board	Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the annual report? It is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the	Organisation's website; mir of the general assembly; an report: interview with	"IHF Council": Not available for all board members (see: no CV for council nuts) in the CV see a contained in the CV such that (for example of the CV) is the CV of th								No		No .	
		Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website? Note: the organisation only fulfils the criteria of its publishes information on other positions in all other spon commissions.	search	px											
	Does the organisation's website list at least one (general) e-mail address, which may be used to contact the board?	Does the organisation publish either the contact details for one or more board members or does it provide a general address and is explicit reference made to the address being a contact for the board? Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the	Organisation's website; mir of the general assembly; an report	nutes "IHF Council": Some of the Council members' CVs (WATANABE, nual http://www.lhf.info/en-us/thelhf/organization/council as								Yes		Yes	
		to the wedpage winer cite minormation can be retrieved inneed tenner directly or wall chain or links) to the homepage of the website?		p.											
Principle 5 The organisation publishes information about its members (national federations) on its	5.1 Does the organisation's website list basic information for each member federation?	Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the annual report?	Organisation's website; min of the general assembly; an report	nutes "IHF Member Federations": nutal http://www.ihf.info/en- us/heb/fimemberdedvations.acp								Yes		Yes	
website.		is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website?		x											
	5.2 Does the organisation's website list contac details for each member federation?		of the general assembly; an report	nutes "IHF Member Federations": nnual http://www.lhf.info/en- us/theilnf/memberfederations.asp								Yes		Yes	
		is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the homepage of the website?		x											
	5.3 Does the organisation's website list information about the number of member federations?	Can the information be retrieved either on a webpage or in the minutes of the general assembly or in the annual report? Is the webpage where the information can be retrieved linked (either directly or via a chain of links) to the	of the general assembly; an report	nutes IHF Congress Minutes (2017; http://lml.windyTiles/Upicads/Documents/43883_Minutes_E.pdf), p. 15								Yes		Yes	
		homepage of the website?													
Principle 6 The organisation publishes general activity reports on its website.	Does the organisation publish its most recent activity report on its website and is retrievable through the home page (or	Old the organisation publish a report in the past 12 months that reports on its activities? It is the webpage where the report can be retrieved linked (either directly or via a chain of links) to the	Organisation's website	IRF Activities - President's Report. [RF did publish an "activity" report but (1) it is not an annual report, (2) it cannot be found through the IRF http://www.lhf.info/pipload/PDF- Downtoad/Mode/CatalogentXSTR* afterough code section of the search function (only Downtoad/Mode/CatalogentXSTR*).								No		No .	
	sub-levels of the home page accessible through the home page) of the website?	homepage of the website? Note: the report can be published either separately or as an integral part of the annual policy plan.		Download/Web/cataloge/I20Fina https://documents.com/Download/Web/cataloge/I20Fina https://documents.com/Download/Web/catal											
	Does the organisation publish the 3 most recent annual reports on its website and are they retrievable through the home page (or the home).	Does the organisation publish on its website the last 3 annual activity reports (that are or should have bee er produced) and are they retrievable through the home page (or sub-levels of the home page accessible or through the home page) of the website?	n Organisation's website	See 6.1								No		No .	
		Note: this indicator is not applicable if the organisation has been established less than 3 years ago.													
	the organisation's objectives and how they have been accomplished over the past yea through concrete actions?	t Did the organisation produce an activity report in the past 12 months? Does the most recent activity report provide a summary of concrete actions undertaken?	Most recent annual report	See 6.1								No		No	
		Does the latest activity report establish an explicit link between the actions undertaken and concrete objectives?													
	a report on the artivities of all the standing	in Did the organisation produce an activity report in the past 12 months? Does the most recent activity report provide information on the activities of all standing committees (Deyond the meeting dates and the number of meetings held)?	Most recent annual report	See 6.1								No		No	
	information on the championships and events (co-)organised by the organisation?	Does the most recent activity report include information on the championships and events (co-) organised by the organisation?	Most recent annual report	See 6.1								No		M6	
		Does the information include at least four of the following elements: governance, revenue, sponsors, media coverage, infrastructure, attendance, athlete participation, results?													
Principle 7 The organisation publishes on its website financial statements that are externally audited according to recognised international standards.	7.1 Does the organisation publish its most recent financial statements (externally audited according to recognised international standards) on its website and	Note: the statements can be included in the annual report or in a separate document, published on its web in accordance with indicator 1.1.	sitiOrganisation's website	No financial reports found through using the site's search function, or via Google Search.								No		No	
	audited according to recognised international standards) on its website and are they retrievable through the home pag (or sub-level of the home page accessible through the home page) of the website?														
	international standards) on its website and	Oces the organisation publish on its website the last 3 annual financial statements (that are or should have been produced) and are they retrievable through the home page (or sub-levels of the home page accessible through the home page) of the website?	e Organisation's website	See 7.1								No		No	
	are they retrievable through the home pag (or sub-levels of the home page accessible through the home page) of the website?	Note: this indicator is not applicable if the organisation has been established less than 3 years ago.										<u> </u>			
Principle 8 The organisation publishes regulations and reports on the remuneration, including compensation and bonuses, of its board members and management on its website.	8.1 Does the organisation's latest annual report in-clude a statement (report) on remuneration?	t Does the organisation report on remuneration by providing at least general figures? Is the information included in either the financial report or the annual report?	financial report; annual rep	ort See 6.1; No annual report published.								No		No	
un no wedsite.															
	statement on the organisation's remuneration policy, including the	Note: the remuneration policy can be included in the annual report or in a separate docu-ment, published of its website in accordance with indicator 1.1.	ori financial report; annual rep organisation's website	sert; See 8.1								No		No	
	procedure and rules governing the establishment of the remuneration of the board members and (where applicable) major changes to the remuneration policy that were implemented since the last report?														
	8.3 Does the remuneration report include a separate statement on the remuneration of the board members, including any fringe benefits, in an anonymous or aggregated manager.	d	financial report; annual rep	See 8.1								No		No	
	manner/														
L															

	8.4 Does the remuneration report include a separate statement on the remuneration	of .	financial report; annual report		See 8.1				No	No	
	8.4 Does the remuneration report include a separate statement on the remuneration canior management, including any fringe benefits, in an anonymous or aggregated manner?	ur .									
	manner?										
Principle 9	O. I. Down the second s	6 1946	W		Consideration				No.		
The organisation reports on corruption risks, including conflicts of interest.	an (anonymised) overview of the declarations of conflicts of interest and the	de Did the organisation produce an annual report in the past 12 months? Be Does the most recent annual report include an (anonymissed) overview of the declarations of conflicts of relaterest made by board members and the board decisions in which conflicts of interest were involved?	Most recent annual report		500 0.1 and 8.1				NO	NU	
	decisions in which conflicts of interest wer involved?	re interest made by board members and the board decisions in which conflicts of interest were involved?									
	9.2 Does the latest annual report explore the corruption risks faced by the organisation	Did the organisation produce an annual report in the past 12 months? Does the most recent annual report include an explicit section covering risks?	Most recent annual report		See 6.1 and 8.1				No	No	
	and now it aims to control these risks?	Does the most recent annual report include an explicit section covering risks? Does the section address corruption risks faced by the organisation and how it aims to control these?									
		DOES THE SECRET WAS CONTRIBUTED THE SECRET OF THE ORIGINATION AND HOW IS SITTLE OF CONTRIBUTED.									
Principle 10 The organisation publishes its strategic plan on its	10.1 Does the organisation publish a multi-	Did the organisation publish a plan that lays out the policies to be imple-mented in the next two years or	Most recent annual report	IHF Congress Minutes (2017), p.	The Congress minutes mention a "strategic plan", but no trace can be found of said plan on the IHF site or through				No	No	
website.	annual policy plan?	more?		10	trace can be found of said plan on the IHF site or through Google Search.						
	10.2 Does this plan include a long-term financia	I Did the organisation publish a plan that lays out the policies to be imple-mented in the next two years or more?	Most recent annual report		See 10.1				No	No	
		Does this plan include the financial planning for the next two years or more?									
	10.3 Does this plan outline specific phiertives	Did the organisation publish a plan that lays out the policies to be imple-mented in the next two years or	Document outlining multi-annu	ual .	See 10.1				No	No.	
	and envisioned actions?	more?	policy plan; minutes of the general assembly								
		Does the document formulate specific objectives (what does the organisation want to achieve?) and actions (how does the organisation want to achieve this?)?									
	10.4 Does this plan outline key performance	Did the organisation publish a plan that lays out the policies to be imple-mented in the next two years or	Document outlining multi-annu	nal .	See 10.1				No.	No.	
	10.4 Does this plan outline key performance indicators that establish concrete operational goals?	more?	policy plan; minutes of the general assembly		300 20.2					The state of the s	
		Does the document formulate specific objectives (what does the organisation want to achieve?) and actions (how does the organisation want to achieve this?)?									
		Does the document outline key performance indicators that establish concrete operational goals?									
	10 C Har the consciration published as assura	Did the consisting publish a (constant document outlining an angular sharp which is based on the multi-	Document outlining multi-annu	ual .	Sep 10.1				No.	No	
	policy plan which is based on the multi- annual policy plan in the past twelve	Did the organisation publish a (separate) document outlining an annual plan which is based on the multi- annual policy plan in the past twelve months?	policy plan; minutes of the general assembly		300 40.4						
	months?		,								
	budget which is based on the long-term financial planning in the past twelve	Did the organisation publish a (separate) document outlining an annual budget which is based on the long- term financial planning in the past twelve months?	policy plan; minutes of the	Call .	See 10.1				NO .	NO CONTRACTOR OF THE CONTRACTO	
	months?		8								
Deleviate 11											
The organisation publishes details on allocated funds on its website.	11.1 Does the organisation publish the amount of allocated funding per member federation	Is the webpage where the related documents can be downloaded linked (either directly or via a chain of in links) to the homepage of the website?	Organisation's website; activity report; financial report	У	No trace found of IHF funding through using the site's search functions or through Google Search				No	No	
turas on ta website.	and funded development project?	on may to the numerouse or the weather	report, manual report		search resident of allough dought search						
	11.2 Does the organisation publish the criteria	is the webpage where the related documents can be downloaded linked (either directly or via a chain of links) to the homepage of the website?	Organisation's website; activity	у	See 11.1				No	No .	
	allotted to member federations and development projects?	miss) to the normpage of the websiter	report; illiancial report								
			1								
	11.3 Does the federation publish the	Is the webpage where the related documents can be downloaded linked (either directly or via a chain of	Organisation's website; activity	у	See 11.1				No	No .	
	deliverables of the funded development projects?	limay to the humepage of the websiter	report; financial report								

Principle	Indicator	Detailed evaluation criteria	Valid data source	es Evidence	Initial comments	Initial request for additional information	Organisation's answer to initial request for additional information	Comments on organisation's answer to initial request	Further request(s) for additional information	Organisation's answer(s) to further request(s) for additional information	Comments on further answers by organisation	Evidence provided by the organisation to support answer(s)	Preliminary score (Yes/No/NA)	Organisation's comments on preliminary score	E Final score (Yes/No/NA) Justification of final score Final comments by organisation (max. 600 characters)
Principle 12 Board members are (re-)appointed according to clear and democratic procedures.	where applicable, internal regulations contain procedures for the appointment	Do the organisation's statutes or internal regulations contain proce-dures that determine the appointment and reappointment of all the members of the board?	Organisation's statutes and internal regulations	IHF Statutes (2018), Art 13.5.4-7 Art 14.2.2, Art 14.2.4-6, Art 14.2 10	+7, 12.8-								Yes		Nes
	and reappointment of all the members of the board?	Note: under these criteria, board members may be co-opted or ex officio members.													
	information on people qualified to vote; majority or percentage needed to win the election and, where applicable,	Do the rules governing the election of board members include at least information on people qualified to vote and majority or percentage needed to win the election?	Organisation's statutes and internal regulations	IHF Statutes (2018), Art 13.1.3, a 13.4, Art 13.5.5-7	i, Art								Yes		Yes
	weighting of votes; quorum; and election rounds? 12.3 Do the rules governing elections ensure	Do the rules soverning elections ensure that the member federations directly at least 75% of the	e Organisation's statutes and	BHF Statutes (2018), Art 13.12, A	, Art								Yes		No.
	elect at least 75% of the members of the board?	On the rules governing elections ensure that the member federations directly at least 75% of the members of the board? In which produces the control of the board for other to help fill gaps in terms of skill one expertise in the food of one of the board for one misorally in the board and may only be appointed for a limited period of time. If the latter is not the case, the organization does not meet the criteria of the latter is not the case, the organization does not meet the criteria. The board members are appointed by reason for federations, these mem here should be letted by the	d d nia.	14.1, Art 14.2.2											
		member federations at the regional level. Do the rules governing elections establish that elections always take place on the basis of secret ballots?		IHF Statutes (2018), Art 13.5.1 8	"As a rule, voting shall be by open bollot". Voting for elections only uses secret ballots if								No		No.
		Name: if the rules establish that secret ballets can be requested for elections, the arganisation do not meet the criteria.			requested by a federation, or if the number of nominations > the number of offices.										
Principle 13 The organization undertakes steps to ensure that elections of senior officials are open and competitive.	13.1 Does the organisation establish rules that ensure that all candidates standing for election announce their candidacy at least three months before the election takes place?	The indicator applies to condidates for all positions appointed by the general assembly.	Statutes; internal regulations	s IHF Statutes (2018), Art 13.4.12, Art 14.2.5	to be submitted at least three months before	Has IHF established rules concerning when, at the latest, candidates for standing committee positions must announce their candidature (similar to Article 14.2.5 of the IHF Statutes, mandating that nominations for Council positions be announced three months in advance)?	The members of the executive committee are members of the Council so the provision of \$4.25 applies for them as well.		The concept of "standing committee" here more specifically refers to the INF's is' permanent commissions' (e.g., CoC, PRC, CDM, CD,). Are the chairpersons of these six permanent commissions, as elected by Congress (Art 16.1.1), required to announce their candidatures at least three months in advance?	YES because the Chairpersons are also members of the Council and have to respect the same rule.			Yes		Nes
	13.2 Does the organisation establish rules that ensure that all candidates standing for election must present their programme to		Statutes; internal regulations	s IHF Statutes (2018), Art 13.4, Ar 13.5	Art No mention found of candidates being required to present their programmes to member federations: No provisions in	to be elected by Congress) present their programmes to IHF's member	Article 13.1.6 of RF Statutes mentions "working document" to be submitted to the Congress participants no later than 1 month before the Congress meeting. Those working documents include all applications document of the conditions.	ndicator fulfilled.	NA I	NA			Yes		Nes
	the member federations (e.g. at the Genera Assembly)? 13.3 Does the organisation establish rules that		Statutes; internal regulations		(general) Congress agenda for the presentation of programmes.		All vacancies are sent to all National Federations and Continental Federations's months before Congress								
	require an open recruitment process in which any board vacancies are published online, candidates that meet eligibility requirements can apply, and clear deadlines are set?		Sauces, memoring guarante		online, nor any references to the notion of an open recruitment process.	publishing vacancies online?	and are put ordine with the descriptions of the positions as well as the deadlines to apply.	Addition controls.							
	13.4 Does the organisation establish campaign funding rules that restrict contributions from private actors to the campaign of a presidential candidate and establish a system in which officially announced candidates that meet a number of specific		Statutes; internal regulations	s	No mention of campaign funding rules with regards to electoral campaigns, nor of funding provided by IHF to candidates.	Nas IHF established rules concerning the provision of funds by IHF to candidates for Council positions/the Presidency, while limiting contributions made to these individuals by private actors?	Article 5 of the Ethics Code about integrity + Rules concerning candidacy for IHF Office and Conduct of Electrons (appendix of the IHF Ethics Code)	Ethics Code/Rules do not elaborate on the specifics of financing candidates.	NA.	NA.			No		No
Principle 14 The organisation has a nomination committee that oversees the appointment of senior officials.	committee that oversees the (re-)election	Do the organisation's statutes and/or internal regulations establish that at least two persons are appoint to oversee the election process of board positions appointed by the general assembly?	ted Organisation's statutes and internal regulations		No mention of the existence of an electoral/election/nomination committee.	One: IHF have regulations concerning the establishment of an electic committee that oversees the election of Council members?	ACO but there is a working group created to overview the election based on article 34.3.15 of the Statutes. This working group is appointed by the Council.	Indicator fulfilled.	NA.	NA.			Yes		Nes
	process of the members of the board?	On the organization's statutures and/or internal regulations establish that at least two persons are appoint to coveree the electron process of board positions appointed by the general assembly?	ted Organisation's statutes and		See 14.1	If yes, do said regulations prohibit the President from acting as head	The President has never been a member of any electoral working group. Neutrality is the main criteria to	Indicator 14.1 not fulfilled.	NA I	NA.			No		160
	president of the board cannot act as the president of the nomination committee?	to oversee the election process of board positions appointed by the general assembly? On the organisation's statutes assolic internal regulations establish that the president of the board does not for cassavily act as the president of the nomination committee or oversee the election process by their/herself?				of the election committee?	be a member.								
	internal regulations establish that at least one member of the nomination committee should not be a member of the board or an	On the organization's standes and/or internal regulations establish a journament or ad hock committee traided with at least overseining the fire-injection process of the members of the board! but he organization's statutes and/or internal regulations establish has at least one member of the committees is independent, meaning that s/he may not be a member of the board or an employer of the organization?	internal regulations		See 14.1	Do said regulations ensure that at least one member of the election committee is not a Council member/HHF employee?	Name Council member or infill employee has ever been member of a working group for elections.	No indication that IHF regulations require at least one member of the body overseeing elections to be independent. However, based on the reply received, in practice Council members or IHF employees are never part of the body in question.	NA .	NA			Yes		Nes
	14.4 Do the organisation's statutes and/or internal regulations establish that the tasks of the nomination committee include identifying gaps relating to the skill, expertise and differentiated composition of	On the organization's standes and/or internal regulations establish a permanent committee tasked with densifying gave relating to the sall, expertise and differentiated composition of the bound?	Organisation's statutes and internal regulations		See 14.1	Do said regulations also outline the general tasks of the election committee, beyond overseeing the election process (e.g., identifying potential skill gaps the Council might have)?	The working group has task to respect defined by the Council and which are sent with the requests of application = arcide 14.3.5 of Storaces to applicable.	See next column (further requests).	Could you provide examples of the tasks which the working group for elections has to fulfill, as defined by the Council?	for maniple, they check if the candidates fulfill all the conditions specific to every post and if they have the qualifications. They also report to the Council.			No		No
Principle 15 The organisation establishes a quorum (a	the board?		Organisation's statutes and	IHF Standing Orders for Council									Yes		
minimum number of attendees required to conduct business and to cast votes ji ni its statutes or internal regulations for the board and the general assembly.	15.1 Does the organisation establish in its statutes or internal regulations a quorum for the board?		Organisation's statutes and internal regulations	IHF Standing Orders for Council and Commissions, Art 2.3.1											
	15.2 Does the organisation establish in its statutes or internal regulations a quorum for the general assembly?		Organisation's statutes and internal regulations	HF Statutes (2018), Art 13.3.4									Yes		No.
	Does the organisation establish in its statutes or internal regulations a quorum of at least 75% for the board?	Does the organisation establish a quorum of at least 75% in its statutes or internal regulations for the board? Is the quorum applicable for all items put to the vote in all board meetings?	Organisation's statutes and internal regulations	IHF Standing Orders for Council and Commissions, Art 2.3.1	SI Quorum of 50% for Council								No		No.
	15.4 Does the organisation establish in its statutes or internal regulations a quorum of at least 50% for the general assembly?	Ones the organisation establish a quorum of at least 50% in its statutes or internal regulations for the general assembly?	Organisation's statutes and internal regulations	HF Statutes (2018), Art 13.3.4									Yes		No.
Principle 16		to the quorum applicable for all items put to the vote in all general assembly meetings?													
	16.1 Do the organisation's statutes establish term limits for board members?		Organisation's statutes	IHF Statutes (2018), Art 14.2.4	IHF documents only mention the length of a single term; re-election is possible without further details on term limits.								No		No
	16.2 Do the organisation's statutes establish term limits for board members that do not allow board members to stay in office for longer than 12 consecutive or non- consecutive years?	On the organisation's statutes establish a maximum number of defined terms for all board members? Note: the oriterium applies to all board functions.	Organisation's statutes		See 16.1								No		No .
	16.3 Do the organisation's statutes establish term limits that do not allow the president to stay in office for longer than 8 consecutive or non-consecutive years?		Organisation's statutes		No details provided on term limits for President.								No		No.
Principle 17	Consecutive of non-consecutive years?														
The general assembly represents all affiliated members and meets at least once a year.	1.7.1 Does the general assembly represent all the organization's member federations through direct representation?		Organisation's statutes and internal regulations	IHF Statutes (2018), Art 8.1.2 & 8.1.10									Yes		Nec .
	17.2 Do the organisation's statutes establish that the general assembly meets at least once a year?		Organisation's statutes	IHF Statutes (2018), Art 13.1.1	(Ordinary) Congress takes place every two years.								No		160
	17.3 Do the organisation's statutes and/ or internal regulations establish procedures that make it possible to convene emergency and extraordinary meetings?		Organisation's statutes and internal regulations	HF Statutes (2018), Art 13.2									Yes		No.
_	17.4. In the empiration's statutes and/or		Organisation's statutes and internal regulations	IHF Statutes (2018), Art 13.5	No indication of the possibility for general assembly members to vote in absentia.	Oo INF's regulations allow Congress members to vote in absentio (e. via pravyl?	NO.	Indicator not fulfilled.	NA.	NA		NA.	No		No.
	internal regulations establish that the members of the general assembly have the opportunity to use in absential (e.g., by proxy via communication technology or via a mandate)?														
Jamos (pl. 3-3) The board meets regularly to discuss relevant issues according to established procedures.	18.1 Did the board meet at least five times during the past twelve months?		Evidence provided by organisation representative (agenda, meeting schedule)		No clear information available about the regularity of Council meetings in practice.	Now aften has IMF's Council convened in the past twelve months?	3 times.	Indicator not fulfilled: Less than 5 meetings over the past twelve months.	NA .	MA.		NA.	No		No
	18.2 Do the organisation's statutes or internal regulations establish that the board must meet at least five times a year?	On the organization's statutes or internal regulations establish a minimum number of board meetings to held each year that is equal to or higher than five?	be Organisation's statutes and internal regulations	IHF Statutes (2018), Art 14.2.3; Standing Orders of the Council and Commissions (2007), Art 2.:	t; IHF Council is to convene at least twice per year.								No		40
	18.3 Do the organisation's internal regulations establish the procedures for drawing up the agenda for board meetings?	On the organisation's internal regulations establish how the agends of board meetings is established?	Organisation's internal regulations	HF Statutes (2018), Art 14.3.26	55								Yes		No.
		On the creasisation's internal resolutions or which have been	ogs Organication's research	HF Gandion Outers	uncil								Yes		No.
	establish the board meeting proceedings?	On the organization's internal regulations establish how board meetings proceed (e.g. voting, taking note during the meeting, preciding over the meeting?)	regulations	IHF Standing Orders of the Cour and Commissions (2007), Art 2.: 2.5	21-										
	18.5 Do the organisation's internal regulations establish the procedures for the adoption of decisions?	Os the organisation's internal regulations establish nines undigo's a procedure regarding the adoption of decisions by the board (e.g., unanimity, consensus, or majority-viologi?	Organisation's internal regulations	IHF Standing Orders of the Cour and Commissions (2007), Art 23	uncil 23								Yes		NO.
	an annual meeting schedule that arranges for a meeting on the budget, policy plan, annual report, self-assessment, appraisal of	Once the board have an applicable (salid) meeting schedule, in which it schedules meetings and stabilities inspire to be discussed? The state document when be stabilitied at one point during the past 12 months?	Organisation's website; meeti schedule document	IHF Standing Orders for Council and Commissions, Art 2.5.2	The Standing Orders for Council and Commissions foresee in the preparation of an annual schedule of dates for the Council; however, this document is not publicly	Are the IHF Council members provided with a document scheduling, the long term, the dates the IHF Council is supposed to meet, also outlining the topics to be discussed at said meetings?	MSS according to article 2.5 of the Standing Orders for the Council and Commission.	Indicator fulfilled.	NA.	NA			Yes		No.
Principle 19 The organization ensures the participation of	management, and preparation of the general assembly? 19.1 Does the organisation have a formal	Does the organisation have a document that outlines both objectives and specific actions aimed at	Document outlining the policy	cy	available. No formal policy found with	Does IHF have a policy aimed at involving athletes in IHF's policy	HS according to article 16.1 of the Stanutes as well as Regulations for HP Abliets's Commission.	Indicator fulfilled.	NA D	NA.			Yes		THE STATE OF THE S
athletes in its policy processes.	(written) policy that outlines objectives and specific actions aimed at involving athletes in its policy processes?	involving athletes in its policy processes?			specific/concrete objectives and intended actions regarding the involvement of athletes in policy processes.	processes, also outlining objectives and actions aimed at achieving									
L															

											_	
	19.2 Are athletes formally represented within the organisation (e.g. via a consultative body)?	Ones the organization have a representative body for adhletes?	Organisation's website; statutes HFF Duties of Permanent HF and Internal regulations Commissions (DOS), 4 r. 6; HFF Regulations for HFF Athletes' Commission							Yes	Yes	
	19.3 Is the multi-annual policy plan adopted in consultation with athletes?	Old the organization adops a plan that lays out the policies to be implemented in the next two years or move? Were athless (formally or informally) able to provide input on the most recent multi-annual policy plan.	and internal regulations; multi- annual policy plan; additional	See 10.1: No multiannual policy plans found.						No	No	
	Does the organisation undertake other actions aimed at Involving athletes in its decision-making procedures?	Oce the organization undertake (ad hock actions is a, sending questionnaires, organising focus groups, almod at involving shiftens in its decision-making procedures?	Typication's website, statutes and sternal regulations, multi- samual policy bar, additional evidence provided by organisation representative	No proof found of other actions taken by HF (surveys/questionnaires/focus groups/) aimed at involving athletes in decision- making.	Has NP in the point taken actions almed at incorporating attlieter." Has NP in the point taken actions almed at incorporating attlieter." I upper into IMP's decision-making (p. g., via questionnaires) burveys(?)	IS. The Albites's Commission presents reports to the Council + Form every 2 years with all protogonist of the Albites's Commission presents are present about roller of handball, finner of the sport etc	indicator fulfilled.	NA	NA	Yes	Yes	
Principle 20 The organization ensures the participation of referees in its policy processes.	Does the organization have a formal (written) policy that outlines objectives and specific actions aimed at involving referees in its policy processes?	Does the organisation have a document that outlines both objectives and specific actions aimed at invoking references in its policy processed?	Document outfining the policy	No formal policy found with specific/concrete objectives and intended actions regarding the involvement of referees in policy processes.	Does R# have a policy almed at involving referees in R#'s policy processes, also outlining objectives and actions aimed at achieving coall goals?	ES according to article IS 1 if the Statutes + One IMF Council member is chairman of the referees membraion.	indicator not fulfilled. No dear (formal) policy aimed at involving referees. General provisions are made, but no document is provided costining objectives/latended 2000s (selevens such a document more or less cellar for PPF, Albeites' Commission).	MA.	NA.	No	No	
	20.2 Are referees formally represented within the organisation (e.g., via a consultative body)?	Coos the organization have a representative body for athletes?	Organisation's website; statutes HF Duties of Permanent IHF and Internal regulations Commissions (2016), Art 2	No indication that the Playing Rules and Referees Commission serves to involve referees in decision-making.	Are referees represented internally in IHF (in the same way players are through the Athletes' Commission. I.e., does IMF's Playing Rules and Referees Commission also serve to represent referees?	ES, the Referees Commission includes former referees.	Indicator fulfilled.	NA.	NA.	Yes	Yes	
	20.3 is the multi-annual policy plan adopted in consultation with referees?	Od the organisation adopt a plan that lays out the policies to be in-plemented in the next two years or more? Were referees (formally or informally) able to provide input on the most recent multi-annual policy plan	and internal regulations; multi- annual policy plan; additional	See 10.1: No multiannual policy plans found.						No	No	
	Does the organisation undertake other actions aimed at involving referees in its	Obes the organisation undertakle (ad hoc) actions (e.g. sending questionnaires, organising focus groups, almed at involving referees in its decision-making procedures?	Organisation's website; statutes and internal regulations; multi-	No proof found of other actions taken by IHF (surveys/questionnaires/focus groups/)	Has IHF in the past taken actions aimed at incorporating referees" hoper into IHFs decision-making (e.g., via questionnaires/surveys)?	15. After every events, surveys and questionnaires are sent to the referees and those surveys are then researched to the Council - Fourne every 3 years with all prospensts (referees, players, casches _) invites you should not seen should, future of the sport etc.	Indicator fulfilled.	NA	NA.	Yes	Yes	
	decision-making procedures?		annual policy plan; additional evidence provided by the organisation	aimed at involving referees in decision- making.		speak about nake of haldboal, future of the sport etc						
Principle 21 The organization ensures the participation of coaches in its policy processes.	21.1 Does the organisation have a formal (written) policy that outlines objectives and specific actions aimed at involving coaches in its policy processes?	Does the organisation have a document that outlines both objectives and specific actions aimed at anothering exactives in its parity processes?	Document outlining the policy	No formal policy found with specific/concrete objectives and intended actions regarding the involvement of coaches in policy processes.	Does IHF have a policy aimed at involving coaches in IHF's policy processes, also outlining objectives and actions aimed at achieving policy policy and policy and policy and policy policy policy policy policy policy policy policy policy policy policy processes, also policy processes, also processes, also process	TS according to article 16.1 of the Statutes, there is a commission of Coaches and Methods.	Indicator not fulfilled: No clear (formal) policy aimed at involving coaches. General provisions are made, but no document is provided outlining objectives/intended actions (whereas such a document more or less exists for the Athletes' Commission (whereas such a document more or less exists for the Athletes' Commission).	NA	NA.	No	No	
	Are coaches formally represented within the organisation (e.g. via a consultative body)?	Ooes the organisation have a representative body for coaches?	Organisation's website; statutes IHF Duties of Permanent IHF and internal regulations Commissions (2016), Art 3	Coaching and Methods serves to involve	Are coaches represented internally in IPF (in the same way players are through the Athletes' Commission. Le, does IPF's Commission of Coaching and Methods also serve to represent coaches;?	ES, the Commission of Coaches and Methods includes former and current handball coaches.	indicator fulfilled.	NA	NA.	Yes	Yes	
	21.3 Is the multi-annual policy plan adopted in consultation with coaches?	Oid the organization adopt a plan that lays out the policies to be implemented in the next two years or moon? Were coaches (formally or informally) able to provide input on the most recent multi-annual policy plan.	and internal regulations; multi- annual policy plan; additional	See 10.1: No multiannual policy plans found.						No	No	
	Does the organisation undertake other actions aimed at involving coaches in its	Once the organization undertake jed hock actions (e.g., sending questionnaires, organising focus groups, almod at involving coaches in its decision-making procedures?	organisation Organisation's website; statutes and internal regulations, multi-	No proof found of other actions taken by IHF (surveys/questionnaires/focus groups/_)	Has IHF in the past taken actions aimed at incorporating coaches' input into IHF's decision-making (e.g., via questionnaires/surveys)?	15. Forum every 2 years with all grotagonists (referees, players, coaches) invited to speak about rules thandball, future of the sport etc	indicator fulfilled.	NA.	NA.	Yes	Yes	
Spinoph 37	decision-making procedures?	almed at involving coaches in its decision-making procedures?	and internal regulation; multi- annual policy plan; additional evidence provided by the organisation	aimed at involving coaches in decision- making.	input into IHP's decision-making (e.g., via questionnalizer/surveys)?							
The organisation ensures the participation of volunteers in its policy processes.	22.1 Does the organisation have a formal (written) policy that outlines objectives and specific actions aimed at involving volunteers in its policy processes?	Oces the organization have a document that outlines both objectives and specific actions aimed at a working volunteers in its policy processes?	Occument outlining the policy	No formal policy found with specific/concrete objectives and intended actions regarding the involvement of volunteers in policy processes.	Does HP have a polity aimed at involving valanteers in HP's polity processes, also audining objectives and actions almed at achieving aid goals?	ω.	Indicator not fulfilled.	SSA	NA.	No	No	
	Are volunteers formally represented within the organisation (e.g., via a consultative body)?	Oos the organisation have a representative body for volunteers?	Organisation's website; statutes and internal regulations	No representative body for volunteers found.	dre volunteers represented internally in HF (in the same way players to are through the Athletes' Commission)?	о.	Indicator not fulfilled.	NA	NA.	No	No	
	22.3 is the multi-annual policy plan adopted in consultation with volunteers?	Od the organization adopt a plan that lays out the policies to be implemented in the next two years or more? Were volunteers (formally or informally) able to provide input on the most recent multi-annual policy plan?	and internal regulations; multi- annual policy plan; additional	See 10.1: No multiannual policy plans found.						No	No	
	Does the organisation undertake other actions aimed at involving volunteers in its decision-making procedures?	Oces the organisation undertake (ad hoc) actions (e.g. sending questionnaires, organising focus groups, aimed at involving volunteers in its decision making procedures?	Organisation's website; statutes and internal regulations, multi-annual policy lapta; additional evidence provided by the organisation	No proof found of other actions taken by IHF (surveys/questionnaires/focus groups/) aimed at involving volunteers in decision- making.	Has IRF in the past taken actions aimed at incorporating volunteers. * input into IRF's decision-making (e.g., via questionnaires/surveys)?	0.	Indicator not fulfilled.	NA.	NA.	No	No	
Principle 23 The organisation ensures the participation of	23.1 Does the organisation have a document	Does the organization have a document that outlines both objectives and specific actions aimed at involving its employees in its policy processes?	Document outlining the policy	No formal policy found with	Does IMF have a policy aimed at involving its employees in IMF's policy processes, also outlining objectives and actions aimed at achieving	ES via the IHF CEO who is presents at meetings and chare the opinions from the daily work point of view	. Indicator not fulfilled: No dear (formal) policy aimed at involving employees. General	NA	NA.	No	No	
employees in its policy processes.	actions aimed at involving employees in its policy processes?			actions regarding the involvement of IHF employees in policy processes.	sold goots?		provisions are made, but no document is provided outlining objective/intended actions (whereas such a document more or less exists for the Athletes' Commission					
	23.2 Does the organisation have a representative body for employees?	Oxes the organization have a representative body for its employees?	Organisation's website; statutes and internal regulations	No representative body for employees found.	Are INT's employees represented internally in the argumination (in the forme way players are through the Athletes' Commission)?		Indicator not fulfilled.	NA	NA.	No	No	
	able to provide input to the most recent multi-annual policy plan?	Out the organisation adops a plan that lays out the policies to be implemented in the next two years or nexter? Where the organisation's employees (formally or informally) able to provide input on the most recent manual policy plan?	and internal regulations: multi-	See 10.1: No multiannual policy plans found.						No	No	
	Does the organication undertake (ad hor) actions (e.g. sending questionnaires, organise flour groups) aimed at involving employees in its decision-making procedures?	Does the organisation undertake (ud hoc) actions (i.e., sending ques-diomaines, organising focus groups aimed at involving its employees in its decision-making procedurer?	 Coganisation's website; statutes and internal regulations; multi- annual policy plan; additional vedence; provided by the organisation 	No proof found of other actions taken by IHF (surveys/questionnaires/focus groups/_) aimed at involving its employees in decision- making.	Has INF in the post taken actions aimed of incorporating its employees' input into INF's decision-making (e.g., via questionnaires/furreys)?	0.	Indicator not fulfilled.	NA.	NA.	No.	No	
Principle 24 The organisation implements a gender equality policy.	24.1 Does the organisation have a formal (written) policy that outlines objectives and specific actions aimed at enourating the	Does the organization have a document that outlines both objectives and specific actions aimed at encouraging the equal access to representation for women and men in all stages of the decision-makin errocess?	Document outlining the policy "Nascimento: 'Keep going, keep working and keep loving this amazine soon."	Importance of gender equality is supposedly recognised by IHF (see evidence), but no oolic was found aimed at encouraging	Does IHF have a policy aimed at encouraging the equal access of warmen and men to all stages of the decision-making process, also a function abolestics and actions aimed at achieving aid aools?	ES. State 1.1 of the Regulations of the Athlete's Commission asks at least 2 members of each gender out of	indicator not fulfilled. No clear (formal) policy regarding equal access of both genders. So the decision-making process. General gender-related provisions are made, but no document is convicted qualifine collective-printended actions relatives such or socured to convicted qualifine collective-printended actions relatives such or social process.	NA	NA	No	No	
	specific actions aimed at encouraging the equal access to representation for women and men in all stages of the decision- making process? 24.2 Does the organisation implement gender		http://www.inf.info/en- http://www.inf.info/en- us/mediacentre/news/newsdet. s.aspx?ID=5564	equal access to representation for women and men in decision-making process.	Note: that immolescented consider constitute conventions for identificials	uats. Statute: "In any HP body, both genders shall be represented".	document is provided outlining objective/intended actions (whereas such a document more or less exists for the Arthleter' Commissions). Indicator not fulfilled.	NA	NA.	No	No	
	electoral procedures?	Oss to expansation implement procedure that encourage that on executivity establish) a more say expressed tool of male and females (e.g. taking gender reto consideration in board member profiles on establishing quota)?	evidence provided by the organisation	procedures to be applied when identifying candidates for elected positions.	candidates for elected positions?							
	24.3 Does the organisation implement gender sensitive procedures for identifying candidates for positions awarded as part of human resources policies?	Ones the organisation implement procedures that encourage encouraging the equal access to representation for women and men in all stages of the decision-making process?	Oppositation's website; statutes and internal regulations; multi- annual policy plan; additional evidence provided by the organisation	No traces found of gender sensitive procedures to be applied when identifying candidates for non-elected positions.	Does HF amplement gender sensible procedures for identifying candidates for non-elected IHF positions?	O because the policy of the recoultment is based on competence.	valcator not fulfied.	NA.	NA.	No	No	
	Does the organisation have a gender balanced representation of women and men on the nomination committee seeking candidates for decision-making positions?	On the organization's statutes and/or internal regulations establish a (permanent or ad hoc committee traked with searching for candidates for vacant board mandates? In there a gender balanced representation of women and men on the committee (at least 1/3 of the lear represented ons)?	Organization's statutes and internal regulations	See 14.1: No mention of the existence of an electoral/election/nomination committee.	What is the gender composition of the election committee?	o far, the working group for election were only composed by men.	vidicator not fulfilled.	NA.	NA.	No	No	
	24.5 Does the organisation undertake actions aimed at the reconcilation of family responsibilities and professional or elective obligations for board members and staff?		Organisation's website; statutes and internal regulations; multi- annual policy plan; additional evidence provided by the organisation	No traces found of attempts aimed at helping Council members and staff reconcile familial and professional responsibilities.	His HF undertaken actions aimed at helping its Council members and statut reconcile/bedance their personal and professional obligations?	0.	leadicator not fulfilled.	NA.	NA.	No	No	
	24.5 Does the organisation undertake other actions aimed at promoting gender equality internally?	,	Organisation's website; statutes and internal regulations, multi- annual policy plan; additional evidence provided by the organisation	No traces of concrete actions taken by IHF to promote gender equality internally.	Has IHF undertaken any other noteworthy actions geared towards to promoting gender equality in the organization as a whole?	ES with the existing Women Handball Working Group.	Indicator fulfilled.	NA	NA.	Yes	Yes	

Principle	Indicator	Detailed evaluation criteria	Valid data sources	Evidence	Initial comments	Initial request for additional information	Organisation's answer to initial request for additional information	Comments on organisation's answer to initial request	Further request(s) for additional information	Organisation's answer(s) to further request(s) for additional information	Comments on further answers by organisation	Evidence provided by the organisation to support answer(s)	Preliminary score (Yes/No/NA)	Organisation's comments on preliminary score	Final score (Yes/No/NA) Justification of final score	Final comments by organisation (max. 600 characters)
Principle 25 The general assembly supervises the board appropriately.	25.1 Has the general assembly approved a multi- annual policy plan?	Has the general assembly approved a plan that lays out the policies to be implemented in the next two years or more?	b Document outlining multi-annual policy plan; minutes of the general assembly	Se	See 10.1: No multiannual policy plan found								No		No	
			general assembly													
	25.2 Do the statutes or internal regulations	Do the statutes or internal regulations establish that the general assembly must approve a document that lays out the policies to be implemented in the next two years or more?	Organisation's statutes and	IHF Statutes (2018), Art 13.4 No	No provision in the standard Congress								No		No	
	approve the multi-annual policy plan proposed by the board?	cocument that ays out the policies to be implemented in the next two years or more?	internal regulations	(n	Agenda for Congress approval of (multi)annual plans.											
	25.3 Does the approved multi-annual policy	Has the general assembly approved a plan that lays out the policies to be implemented in the next two year	ars Document outlining multi-annual	Se	See 10.1								No		No	
	plan include a long-term financial	or more? Does this plan include the financial planning for the next two years or more?	policy plan; minutes of the general assembly													
	plan outline specific objectives and envisioned actions?	Does the document formulate specific objectives (what does the organisation want to achieve?) an	policy plan; minutes of the general assembly	Se	See 10.1								No		No	
		actions (how does the organisation want to achieve this?)?														
	annual policy plan which is based on the multi-annual policy plan in the past twelve	Does the organisation have a separate document outlining an annual plan? Has this document has been approved by the general assembly?	Document outlining annual policy III plan; minutes of the general assembly; interview with organisation representative	po	No concrete document outlining annual policy plan found; No mention in Minutes of adoption of an annual policy plan; No mention in Statutes or Regulations of any								No		No	
	months?		Co gamma con i regio di accidente	ro pl	roles delegated to Congress regarding annual plans.											
	25.6 Do the statutes and/or internal regulations establish that the general assembly approves the annual policy plan?		Organisation's statutes and internal regulations	IHF Statutes (2018), Art 13.4 No. Ag	No provision in the standard Congress Agenda for Congress' approval of (multi)annual plans.								No		No	
	approved the annual portry point															
	Has the general assembly approved an annual budget which is based on the long-term financial planning in the past twelve.	Does the organisation have a document outlining a financial planning for the next two years or more?	Minutes of the general assembly; II interview with organisation 4	IHF Congress Minutes 2017, pp. 47 Cc 48 20	Congress did adopt a budget (for 2018 and 2019); but no information on how this budget figures into a longer-term financial								No		No No	
	months?	Does the organisation have a document outlining an annual budget based on the multi-annual financial planning?	representative	pk pk	budget figures into a longer-term financial plan, as details on the latter are absent.											
	25.8 Do the statutes and/or internal regulations	Has this document has been approved by the general assembly?	Organisation's statutes and	IHF Statutes (2018), Art 13.4.16 No	Note that Congress' role in approving budget								Yes		Yes	
	establish that the general assembly approves the annual budget?		internal regulations	it. Co	could be mentioned more clearly (at present it can only be inferred from the standard Congress agenda).											
	25.9 Has the general assembly approved	Does the organisation have a document outlining financial statements?	Minutes of the general assembly; interview with organisation	IHF Congress Minutes 2017, pp. 13									Yes		Yes	
	financial statements in the past twelve	Has this document has been approved by the general assembly?	interview with organisation 1 representative	14												
	25.10 Do the statutes and/or internal regulations establish that the general assembly approves the annual financial statements?		Organisation's statutes and linternal regulations		While the Congress Minutes (2017) themselves do mention the approval of financial reports by Congress, there are no provisions in Statutes or internal regulations								No		No	
				st	on Congress' role in approving financial statements.											
	25.11 Do the statutes and/ or internal regulations not grant the members of the board voting rights in the general assembly (not even in another representative		Organisation's statutes and internal regulations	No m	No mention of voting restrictions for Council members.	Can IHF Council members vote during Congress (e.g., as representatives of member associations)?	YES but ONLY if the Council member is also the only representative of his country presents at the Congress. They do not vote as Council member in those cases.	Indicator not fulfilled.	NA .	NA.			No		No	
	(not even in another representative capacity)?															
Principle 26 The board establishes procedures regarding the premature resignation of board members.		Do the organisation's statutes and/or internal regulations establish procedures regarding the premature resignation of board members that do not specify circumstances?	Organisation's statutes; internal regulations	No.	No mention in Statutes or internal regulations of	Does IHF have rules governing the removal of Council members, before the end of their mandate? Do these determine the cases in	NTS. Council members are submitted to the Ethics Code and can be removed if they contravene. Upon withdrawal of a Council member, the Continental federation concerned propose a substitute who is appointed by the Council until the next congress particle 4.2 1-10 HF Statates).	See also answer to 26.5					Yes		Yes	
	regarding the premature resignation of board	Note: these criteria are automatically fulfilled if the (stricter) criteria in 26.3, 26.4, or 26.5 are fulfilled.	led.	re	resignation/vacancies/expulsion with regards to Council members.	which a Council member may be forced to premoturely resign, and the procedures that must be followed to do so?	appointed by the Council until the next congress (article 14.2.10 IHF Statutes).									
	26.2 Do these procedures clearly establish those situations in which the general assembly has to		Organisation's statutes; internal	Se	See 26.1	See 26.1	See 26.1	See next column (further requests).	Do IHF regulations determine when Congress has to vote on the	When premature withdrawal, the substitute is always elected in the next congress. For continental representative, the Continental Referation propose a substitute who will be appoint by the Council and who will have this position			No		No No	
	vote on the issue?		regulators						(Bremature) resignation of Coolicii members?	until Constitution and Propose a substitute who will be appoint by the Control and will will have this position until med Congress.						
	26.3 Do the organisation's statutes and/or internal		Organisation's statutes; internal		See 36.1	See 36 f	Con 16.1	See next column (further requests).	To Council manuface (six balas formed to corin name should if they are	The HF never face a situation where members were repeatedly absents so we do not have a rule.			No.		No.	
	regulations establish procedures regarding the premature resignation of board members in case of repeated absenteeism?		regulations		300 20.2	Ab 2012	00 ac.a	see man business (our cresponency).	repeatedly absent during Council meetings?	The state age is a consider which introduces were expensively southern and the color, latter at the						
	26.4 Do the organisation's statutes and/or internal regulations establish procedures regarding the premature resignation of board members in case of conflicts (such as incompatible views)?		Organisation's statutes; internal regulations	Se	See 26.1	See 26.1	See 26.1	See next column (further requests).	Do Council members risk being forced to resign prematurely if they enter into conflict with other members of the Council (e.g., because of differing opinions)?	Of course not, everyone is free to have its own opinion.			No		No	
	26.5 Do the organisation's statutes and/or internal regulations establish procedures regarding the premature resignation of board members in cross of unother conduct for extrablished by	Does the organization have a code of ethics applicable to board members? Does the organization establish procedures regarding the premature resignation of board members for breaches of the code of ethics?	Organisation's statutes; internal regulations	Se	See 26.1	See 26.1	See 26.1	Indicator fulfilled: See organisation's answer to 26.1					Yes		Yes	
	the code of ethics)?	direatines of the code of leaks?														
Principle 27 The organisation defines in its statutes those circumstances in which, due to a serious conflict of		Do the statutes and/or internal regulations establish which persons, given their professional, personal, or sporting background cannot be a member of the board?	Organisation's statutes; internal life	IHF Statutes (2018), Art 14.1-2 Se	See 27.4								Yes		Yes	
interest or integrity issue, a person is ineligible to serve as a member of the board.	circumstances in which, due to a serious	Note: these criteria are automatically fulfilled if the (stricter) criteria in 27.2 or 27.4 are fulfilled.														
	27.2 Do the organisation's statutes and/or internal	Do the organisation's statutes and/or internal regulations clearly and unambiguously establish that a perso	on Organisation's statutes; internal	No	No rules in Statutes or internal regulations								No		No	
	regulations establish that a person who is employed by a company that has a commercial relationship with the organization (e.g., sponsors) cannot serve as a board member?	Do the organisation's statutes and/or internal regulations clearly and unambiguously establish that a person who is employed by a company that has a commercial relationship with the organisation (e.g., sponsors) cannot serve as a board member?	regulations	to re be	forbidding individuals with commercial relationships with e.g., sponsors from becoming Council members.											
	27.3 Do persons employed by a company that has a	Are there no persons employed by a company that has a commercial relationship with the organisation (e.g.	a Granication's website web "	"Official IHF Partners"									Yes		Vec	
	commercial relationship with the organisation (e.g., sponsors) not serve as members of the board in practice?	sponsors) who serve as members of the board? Note: a 1 score indicates that persons employed by a company that has a commercial relationship with the organisation (e.g., sponsors) do not serve as members of the board.	search; interview with horganisation representative	http://www.ihf.info/en-												
			p	us/theihf/organization/council.as px; Web search												
	27.4 Do the organisation's statutes and/or internal regulations establish that a person who is a member of any judicial body within the organisation cannot serve as a board member?	Do the organisation's statutes clearly and unambiguously establish that members of any judicial body within the organisation cannot serve as board members?	regulations A	Adjudicating Bodies": http://www.ihf.info/en- us/theihf/organization/adjudicati									Yes		Yes	
			n E 8	ngbodies.aspx; IHF Regulations - Legal Provisions (2011), Art 2.2.2 & 2.2.3 & 2.2.5; IHF Code of Ethics (2016), Art 4												
	organisation not serve as a board member in	Are there no judicial body members who serve as members of the board? Note: a 1 score indicates that judicial body members do not serve as members of the board.	search: interview with	"HF Council": http://www.lhf.info/en- us/theihf/organization/council.as px; "HF Adjudicating Bodies":									Yes		Yes	
			h	px; "IHF Adjudicating Bodies": http://www.lhf.info/en- us/theihf/organization/adjudicati ngbodies.aspx												
	27.6 Does the board not include acting national politicians?	Are there no acting national politicians who serve as members of the board? Note: a 1 score indicates acting national politicians do not serve as members of the board.	Organisation's website; web "search; interview with organisation representative u	"IHF Council": Bit http://www.ihf.info/en- us/theihf/organization/council.as	BOSKDVIC is Minister of Defence of Montenegro (as of November 2016)								No		No No	
			P h	px; "Boskovic CV": http://www.ihf.info/upload/PDF- Download/Web/CV_Boskovic_E.p df; "Government of Montenegro												
	27.7 Do the organisation's statutes and/or internal regulations establish that integrity checks are implementations.	Do the organisation's statutes and/or internal regulations establish procedures that ensure that all candidates standing for election by the general assembly are subject to a check of their personal integrity?	Organication's statutes: internal	Elected*:	No mention in the Statutes or internal regulations of integrity checks being required for those standards	Do IHF regulations require that candidates standing for (any sort of) election undergo an integrity check?	NG regulations but the Working Group reviews applications with some criteria linked to integrity (e.g. criminal record).	Indicator not fulfilled.	NA.	NA.			No		No No	
	election?			fo pc	positions.											
Principle 28 The organisation applies a clear governance	28.1 Do the organisation's statutes and/ or internal	Do the organisation's statutes and/ or internal regulations define specific board member functions and	Organisation's statutes and	IHF Statutes (2018), Art 14.1 Art No.	Note that, while the IHF Statutes do define								Yes		Yes	
structure according to the principle of separation of powers.	regulations define key positions on the board, including those of president and at least one other position (e.g., secretary or treasurer)?	related tasks, including those of president and at least one other position (e.g., secretary or treasured?	internal regulations 1	15.1, Art 15.3.1 & 15.3.7 sp Pr	specific Council functions (namely those of President and Treasurer), details on their roles/functions are limited.											
	regulations establish that the board	Do the statutes and/or internal regulations establish the board's enclusive responsibilities? Do these responsibilities include carrying out the organisation's general policy (they do not have to mention vision, mission, and strategy explicitly)?	internal regulations 1	15.3.1.3) St	determining general policy is delegated; Statutes lead one to presume the Executive Committee (which only constitutes a part of								no .		Mo	
				th pa	the Council) is in charge of such duties (in particular Art 15.3.1.1 & 15.3.1.3)											
	regulations establish that the board has the final authority over the organisation's budget and finances?	Do the statutes and/or internal regulations establish the board's exclusive tasks/ responsibilities? Do these tasks include having final authority over the organisation's budget and finances?	Internal regulations	IHF Statutes (2018), Art 18.3									Yes		Yes	
		Note: it is for the board, and not for management or staff, to deter-mine the organisation's budget and fina However, the adopted budget may be subject to the general assembly's approval.	ances.													
	28.4 Do the organisation's statutes and/ or internal regulations establish that management is tasked with defining the organisation's	Do the organisation's statutes and/or internal regulations establish management's exclusive tasks? Do these tasks refer to issues of operational policy?	Organisation's statutes and linternal regulations p	IHF Statutes (2018), Art 15.3 (in particular Art 15.3.1.4 - 15.3.1.8) lie	Unclear where the management of IHF truly lies. Statutes lead one to presume the Executive Committee is the main actor with								No		No	
	operational policy?	Note: management's functions must not include establishing the organisation's general policy or having authority over the organisation's budget and finances. Management cannot have voting rights on the board		re 15	regards to management (Art 15.3.1.4 - 15.3.1.8), as it leads the Head Office, while also being "in charge of all the activities of the IHF".											
	28.5 Do the organisation's statutes and/ or internal regulations define the purpose of each of the standing committees?	Do the organisation's statutes and/ or internal regulations explicitly and unambiguously define a purpose/ function for each of the standing committees?	Organisation's statutes and III internal regulations; organisation's website (to check C	IHF Statutes (2018), Art 16; IHF Duties of IHF Permanent									Yes		Yes	
	surruing committees?		organisation's website (to check the number of standing committees)	Sminissions, Art 1-6												
	28.6 Do the organisation's statutes and/ or internal regulations define the delegated and a statute of the stat	Do the organisation's statutes and/or internal regulations explicitly and unambiguously define the tasks delegated to each of the standige nonmittees?	Organisation's statutes and III	IHF Duties of IHF Permanent Commissions Art 1.6									Yes		Yes	
	of the standing committees?	To the organisation's statutes and/or internal regulations explicitly and unambiguously define the tasks delegated to each of the standing committees?	organisation's website (to check the number of standing committees)													
	28.7 Do the organisation's statutes and/ or internal	Do the organisation's statutes and/ or internal regulations explicitly and unambiguously define the	Organisation's statutes and	IHF Statutes (2018), Art 16.1.1 - Th	There is a lack of information regarding the	Does IHF have a document providing more information than the	yts:	Indicator not fulfilled: No clear information provided in the mentioned sources with	NA .	NA.			No		No .	
	regulations define the composition of each of the standing committees?	to the organisation's statutes along or internal registrative equicity and distinguished period to composition (number of members and the procedures for appointing the members) of each of the standing committees?	g internal regulations; organisation's website (to check the number of standing committees)	16.1.5 & 16.1.7 no	nomination procedures for the members of the different standing committees.	Statutes (Article 16.1) on the composition (member numbers, appointment procedures) of the different permanent IHF commissions (i.e., along the lines of IHF's document outlining the Duties of Permanent IHF Commissions)?	Regulations for IHF Athletes Commission Article 16.1.11 of the Statutes make a reference to the Regulations for Duties of Permanent IHF	regards to the composition and appointment procedures of standing commissions/committees.								
					No details on the symmetry		YES. The executive committee must report as does the Council according to article 3 of the Standing	See need column (fil-Whor recovered)	The concept of 'standing committee' here more specifically refers to	YES Article 4.3.1 of Standing Orders for Council and Commissions.	Rules exist, however these are vague.		Yes		Vec	
	regulations define the reporting requirements of each of the standing committees?	Do the organisation's statutes and/ or internal regulations explicitly and unambiguously define the reportine requirements of each of the standing committees?	organisation's statutes and internal regulations; organisation's website (to check the number of standing committees)	No.	No details on the reporting requirements for the different standing committees.	standing committees?	YES. The executive committee must report as does the Council according to article 3 of the Standing orders for Council and Commission.		The concept of 'standing committee' here more specifically refers to INF's six 'permanent commission' (e.g., Cot, PR, CCM, CD, _). Does the IHF have rules governing the reporting requirements of these six permanent commissions?	The second state of a second groups to the Control and Committees	and the second s					
	t I															

The board supervises management appropriately.	29.1 Do the statutes and/or internal regulations outline the responsibilities and competences delegated to management?	So the organisation's standars and/or internal regulations outline the requirebilities or defined the competences of management? Note: the internal regulations do not need to list of requirebilities.	Organisation's statutes and internal regulations	Lack of clarity as to with whom the management of BFF truly lies.	Does HF have rules governing the responsibilities delegated to the H management?	NTS. Standing orders for the read Office.	Indicator fulfilled.	NA.	NA.		Yes	Yes	
	29.2 Do the statutes and/or internal regulations establish that the board determines the remuneration of management?	Nate: § (a) member(s) of management act as (a) bound member(s). The statutes and/or internal regulations in determine that management cannot be a part of the discussions and visting on remuneration.	mud@rganisation's statutes and internal regulations	No mention in Statutes or internal regulations of the wage/pay/remuneration/compensation of IMF's management.	Ooes IHF have rules concerning the remuneration of the IHF management?	TES. There is the Financial Regulations which stipulates the term of reimbursement of costs and expense for full time and franciary employees.	es Indicator fulfilled.	NA.	NA.		Yes	Tes .	
	29.3 Do the statutes and/or internal regulations establish that management regularly and periodically reports (at least four times a year) to the board about the organisation's operational management and financial situation's	be the statutes and/or internal regulations cleanly and unambiguously establish that management regularly and periodically reports (at least flow times a year) to the board about the organization's operational management and financial inhaltion?	Organisation's statutes and internal regulations	No mention in Statutes or internal regulations of management's reporting obligations.	Does IHF have rules determining how often the organization's management has to report to the Council?	No but the organization's management reports to the Council at every Council or executive committee meeting and sometimes when it is needed between meetings.	Indicator not fulfilled.	NA	NA.		No	No.	
		Note: the annual approxial may be conducted by a member of the board (and not the entire board).	Organisation's statutes and internal regulations	No mention in Statutes or internal rgulations of innoval) appraisal(viouslations/assessments (of management) by the Council.	How often does IHF's Council appraise management's performance? Has an appraisal taken place recently? Finally, is the report of this meeting signed by the members of IHF's Council?	Every Council meetings (reports on finances, events)	See next column (further requests).	See 29.5	See 25.5	See 29.5	No	No.	
	establish that a report is drawn up of this meeting, which is approved by the board?	So the statutes and/or internal regulations establish that the board organises an annual appraisal with management to discuss includual performance?	Organisation's statutes and internal regulations	See 29.4	See 29.4	See 23.4	See next column (further requests).	Do IHF's regulations require that a report is drawn up of this evaluation meeting? If yes, has this report also been signed by the Council members?	Mentioned in the minutes of the meeting. NO, but it is mentioned within the minutes of every meetings.	No indication that there are concrete regulations, hales regarding a requirement to have (i) an evaluation take place, (ii) have the report of and evaluation be regard by the council members.	No	No.	
		On the statutes and/or internal regulations establish that a report is drawn up of this meeting? On the statutes and/or internal regulations establish that this report is approved by the bound? Old the band conduct an appraisal with management during the past 12 months and is there a report of this	s Interview with management and board member (reviewing report	No traces found of an appraisal of management by the Council (let alone a	See 25:4	See 25.4	See next column (further requests).	Has an appraisal/evaluation of HRF's management taken place in the last twelve months?	res		Yes	Nec .	
Orientals 20			may not be possible as it may contain personal/ sensitive information)	recent one)									
The organisation has an internal financial or audit committee.	whose members are appointed by the general assembly?	Do the organisation's statutes establish that the majority of the members of the financial or audit committee do not serve as board members? Do the organisation's statutes and/or internal regulations establish unambiguously that the members of the		HP Statistic (2018), Art 125, Art 1 No financial or sold committee Novewey, 134, 12-n, Mr 112-196F committee of the North Statistic Novewey (134, 13-n), Art 12-196F committee of the auditory "http://www.bf.info/pointser.auditors." http://www.bf.info/pointser.auditors.audi							Yes	Tea .	
	30.2 Do the organisation's statutes and/or internal regulations determine the tasks, operation, and composition of the committee?	financial or subt committee are appointed by the general assumbly? On the organisation's statutes and/or internal regulations establish unambiguously that the tasks of one of the standing committee rivelate to overseite proposationts' internal subdit? Do the organisation's statutes and/or internal regulations unambiguously determine the tasks, operation, and composition of the committee?	Organisation's statutes and internal regulations	pocertiments value_value acception value acception accepti							No	No.	
	30.3 Do the organisation's statutes and/or internal regulations establish that the committee's tasks include the assessment of and recommendations regarding the systems of internal control?	On the organization's statutes under internal regulations establish usambiguously that the basis of one of this standing committees include the assessment of and recommendations regarding for review off the yesterns of internal control?	Organisation's statutes and internal regulations	See 30.1. No financial or audit committee. Duties of the auditors are not described in more detail.							No	No.	
	30.4 Do the organisation's statutes and/or internal regulations establish that the committee's tasks include the assessment of and recommendations regarding risk managements.	On the organization's statutes and/or internal regulation establish unambiguously that the tasks of one of the standing committees include reviewing or sussessing the organization's management of operational and/or financial (including composition) risks and making recommendations based on the assessment?	Organisation's statutes and internal regulations	See 30.1: No financial or audit committee. Duties of the auditors are not described in more detail.							No	No.	
	30.5 Oo the organisation's statutes and/or internal regulations establish that the committee's tasks include the assessment of and recommendations regarding governance?	On the organization's statutes and/or internal regulations establish unambiguously that the tasks of one of the standing committees include the associated of and recommendations regarding (or reviewing of) perventuce des	Organisation's statutes and internal regulations	See 30.1: No financial or audit committee. Duties of the auditors are not described in more detail.							No	No.	
	30.6 Oo the organisation's statutes and/or internal regulations establish that the committee's tasks include overseeing the internal audit		Organisation's statutes and internal regulations	See 30.1. No financial or audit committee. Duties of the auditors are not described in more detail.							No	No.	
Principle 31 The organisation regularly conducts a corruption	process? 31.1 Did the organisation conduct a corruption risk	Does the organization have a region on the corruption risk assessment that was conducted in the part 48	Corruption risk assessment	No traces found on the IHF website (or	Does IHF have rules requiring the organization to conduct corruption	Inc.), the linf works with the ICC regarding corruption risk assessments.	Indicator not fulfilled.	NA NA	NA.		No	Pio.	
risks assessment.	assessment in the past 48 months that identified and assessed risks?	Incombr? Does this report identify and assess risks?		through web search) of corruption risk	risk assessments? Has IHF undertaken an assessment of corruption risk over the past two years? If yes, what did said assessment examin								
	assessment in the past 48 months that evaluated the suitability and effectiveness of	Does the organization have a report on the corruption risk assessment that was conducted in the past 48 months? Does this report evaluate the austability and effectiveness of the existing controls to milligate these risks?	Corruption risk assessment	See 31.1	See 3L.1	Sec 31.1	Indicator not fulfilled.	NA.	NA.		No	No.	
	31.3 Do the organisation's statutes and/or internal regulations establish that a corruption risk assessment must be carried out periodically and every time a significant change or event occurs (e.g., changes to the structure or activities of the organisation or revelation of corruption)?		Organisation's statutes and internal regulations	See 31.1	See 31.1	Net 33.3	Indicator not fulfilled.	NA	NA.		No	No.	
Principle 32. The organisation implements a financial control system.	To the organization's statutes and/or internal regulations establish a system, in which agreements or payments on behalf of the organization must be signed by at least two persons?		Organisation's statutes and internal regulations	No rules found governing payments on behalf of left, fix above a requirement to have them lighted.	Has IMF implemented a financial control system, governing how contractify-impress; made in name and on behalf of the organization are to be submitted, evaluated and executed?	TES, the left has an internal control system.	See next column (further requests).	With regards to IRF's internal control system you mentioned in your previous reply: - In there a requirement for agreements or payments on behalf of the organisation to be signed by at least two persons?	Ad payments must be released by 2 persons including the treasurer.	No mention of said provisions in rules/regulations, However, according to the reply, in practice the indicator seem to be fulfilled.	Yes	Tres.	
	32.2 Do the organisation's statutes and/or internal internal regulations establish a financial threshold for contracts with external parties, which establishes whether management or the board must take the decision?		Organisation's statutes and internal regulations	No specific rules found on financial thresholds for contracts with external parties.	See 32.1	See 12.1	See 12.1	is there a financial threshold for contracts with external parties, which establishes whether HF management or the Council must take the decision?	Council must talle the disclose.	No mention of flouncal thresholds, Council is seemingly always responsible for taking decisions with regards to contracts with external parties.	No	No.	
	32.3 Do the organisation's statutes and/or internal internal regulations establish a separation of duties, so that the same person cannot both initiate and approve payments?		Organisation's statutes and internal regulations	No separation of distles mentioned regarding the initiation and approval of payments.	See 32.1	Set 32.1	See 32.1	Are there provisions ensuring that the same person cannot both initiat and approve payments?	a A person who orders the payment cannot reliable it. It is always a different person.	No mention of said provisions in naturinogalations, However, according to the reply, in practice the indicator seem to be fallfield.	Yes	Ves.	
	32.4 Do the organisation's statutes and/or internal internal regulations establish that the same person cannot receive, record and deposit		Organisation's statutes and internal regulations	No rules found governing who is allowed to receive, record and deposit funds.	See 32.1	See 32.1	See 32.1	Are there provisions ensuring that the same person cannot receive, record and deposit funds?	This answer provided, Perhaps the answer to the above question is also meant to serve as answer to 32.4]		No	No.	
	funds? 32.5 Do the organisation's statutes and/or internal internal regulations restrict the use of cash?		Organisation's statutes and internal regulations	No mentions of the use of cash.	See 32.1	See 32.1	See 32.1	is the use of cash restricted?	Nes the use of cash is restricted. No cash at all now.	No mention of said provisions in rules/regulations, However, according to the reply, in practice the indicator seem to be fulfilled.	Yes	Ves	
	32.6 Do the organisation's statutes and/or internal internal regulations establish a requirement		Organisation's statutes and internal regulations	No mention in the Statutes or internal regulations of the categorisation or	See 32.1	549 M.1	See 32.1	Is there a requirement for accurate and clear payment categorisations and descriptions in the financial accounts?	YES, benything is categorised by project or by expense.	No mention of said provisions in relativeguistions, Youever, according to the reply, in practice the indicator seem to be fellittles.	Ves	Pres.	
	for accurate and clear payment categorizations and descriptions in the financial accounts? 32.7 Do the organisation's statutes and/or internal		Organisation's statutes and	regulations of the conjugarization of discription of payments, nor of any specifics regarding financial accounts. No mention in the Statutes or internal				are branching in the reservative accounts. Are financial transactions periodically reviewed?	Every year by external and 3 times a year by internal audit (elected by the Congress).	to an existing. No mention of said provisions in rules/regulations; However, according to the reply, in practice the indicator seem			
	3.2. Du the organization is statutes analysis internal regulations establish a system, in which (significant) financial transactions are periodically reviewed?		internal regulations	No infection in the success of internal regulations of a requirement to have filancial transactions (periodically) reviewed.	30° 34.1	30° 32.1	300 34.1	per manua (Landelbus perdoleny revenedor	There y year of determine and 3 minors a great of minorime about, production by one Congression.	The facilities and provides in responsession, releases, according to the right, in jurisdict of mission seems to the facilities.	No.	No.	
Principle 33 The organization organizes open tenders for major commercial and precurement contracts.	To the organisation's statutes and/or internal regulations establish that a competitive tender process between at least three competitors must take place for major commercial and procurrement contracts?		Statutes; internal regulations	No mention in the Statutes or internal regulations of a tender process, let alone its specifics.	Are there puddines for HPS Council to follow, defining the standard policies and procedures applicable to the awarding of commercial contracts by HHP?	ADD but these centracts are agreed after the leff made tenders and the Council must always approve the commercial contracts.	Indicator not fulfilled.	NA.	NA.		No	No	
	regulations establish that at least two persons evaluate tenders and formally approve the award of the contract?	to the organisation's statutes and/or internal regulations establish that a competitive tender process between at least three competitors must take place for major commercial and procurement contracts? On the organisation's statutes and/or internal regulations establish that at least two persons evaluate tenders and formally approve the award of the contract?	Statutes; internal regulations	See 33.1	Doze IMF hove rules governing the process of proposing, evaluating and awarding (potential) commercial contracts between IMF and other parties?	195. For important contracts, lit'll follows a procedure with specific proposal, criteria for application, deadlines etc	See next column (further requests).	With regards to the procedure the IRF follows for Important contracts: - Is there a requirement for tenders to be evaluated by at least two persons?	for example, for TV optics which is the main income, YES (finance department and treasurer especially).		Yes	Yes	
	regulations establish that those that approve the placement of a contract are different than those that request the placement of the	Do the organisation's statutes and/or internal regulations establish that a competitive tender process between a least three competitions must take place for major commercial and procurement contracts? Do the organisation's statutes and/or internal regulations establish that those that approve the placement of its contract are efficient than those that request the placement of the contract?	Statutes; internal regulations	See 33.1	Sec 33.2	Ser 33.2	See next column (further requests).	Are there rules requiring that those that approve the placement of a contract are different than those that request the placement of the contract?	The tenders are send by the marketing department and they are approved by the Council so yes.	No mention of said provisions in rules/regulations, However, according to the reply, in practice the indicator seem to be fulfilled.	Yes	TRES.	
Principle 3.4 Decisions on the allocation of major events are made through a democratic, open, transparent and objectively reproductible process.	34.1 On the organization's statutes and/or internal regulations establish that the criteria for a bid for major events are communicated to its members in good time (min.) was before the		Organisation's statutes and/or internal regulations	INF Statutes (2018), Art 19.3 (in particular 19.3 4 and 19.3.7); INF of deadlines for the provision of information to member associations regarding the http://www.hit.full-jubbadNew bidg-process.	Has IHF imposed a time limit on itself with regards to the provision of bid criterio to potential hosts?	VES. There is shape a dealine when it comes to bidding progress. Dealine for application + Sepatine to protect the offers to the Council.	to See next column (further requests).	You made mention of a deadline for the application and presentation of bid offers. However: — Is there also a deadline the HF itself must respect when providing	Yes, the lef-accely provide the information half a year before (it can be 5 months or 7 months some time), seaf a year to the average.	Indicator not fulfilled, information provided on average less than one year before the events are to be held.	No	No.	
	members in good time (min. 1 year before the event is awarded)? 34.2 Do the organisation's statutes and/or internal regulations establish that bidding dossiers are reviewed, evaluated and stores are assigned.			_Bid/pagettip.html IHF Statutes (2018), Art 19.3.5 There is a lack of information regarding the	Opes IMF review and evaluate bidding dossiers based on pre-set	NE	indicator fulfilled (but facking evidence).	Information on the bidding criteria to potential hosts? —If yet, how many months in advance must IHF communicate the bid criteria to potential hosts? NA	NA.		Yes	No.	
	on the basis of pre-established and objective criteria? 34.3 Do the occanication's statutes and/or internal.	On the organization's statutes and/or internal regulations establish that bidding discores are reviewed,	document Organisation's statutes and/or	examine the applicants' bidding proposal in order to decide whether the application fulfits the quality standards and levels." No details on said quality standards/levels found. No mention of any external involvement in	Does IHF consult external experts to assist in the evaluation of	NO. 8 is done by the Commissions of Organizing and Competition.	Indicator not fulfilled.	NA.	SA.		No	No.	
	procurement experts assist with this evaluation?	Do the organisation's statutes and/or internal regulations establish that external procurement experts assist with this evaluation?			member associations' bidding dossiers for major events?								
	regulations establish that only bids achieving a minimum score are shortlisted?	On the oppositation's standars and/or internal regulations, establish that bidding diosiers are reviewed, oralizated and scores are assigned on the basis of pre-established and objective criterion? On the organization's standars and/or internal regulations establish that only bids achieving a minimum score are shortisted?	Internal regulations; bid process document	Details are limited to "the Council shall choose two candidates to continue the bidding process in the Congress"	yours the removal the Body require bids to reach a minimum score in order to be shortlisted?	PRES.	indicator fulfilled (but tacking evidence):	and .			THES.	pres	
	34.5 Do the organisation's statutes and/or internal regulations establish that the general assembly awards the hosting privileges of major events?		Organisation's statutes and/or internal regulations; bid process document	regarding the attribution of events, as Art 19.3.1 also mentions that "The IHF shall, by							No	No	
				Congress or Council resolution, entrust each international event to a Member Federation that has applied to hold it."									
Principle 3.5 The board annually evaluates it is own composition and performance.	35.1 Ones the organisation have a document reporting on the evaluation, to have taken place in the part twelve months, of its own composition and performance?	Does the organization have a region on the evaluation of its own composition or performance, to have taken place in the paper taylor month? What there or any family experiences for the evaluation it is not be conducted of other by the about or an extension of the evaluation of the	Performance evaluation document; (anonymised) board minutes.	international event to a Member Federation	Does IHF3 Council evaluatie its own performance on a regular basis? Has sold approisal taken place recently?	TIS, every two years the IRF Council reports to the Congress.	See next column (further requests).	You informed or that MY's Council reports to Congress every two years - When was the last time the Council reported to Congress?	S November 2017		Yes	Tres	

3												
	35.2 Did external experts assist the board with Does the organisation have a report conducting this evaluation? Does the past twelve months?	report on the evaluation of its own composition or performance, to have taken ns?	Performance evaluation document; (anonymised) board minutes; interview with		See 35.1 Does the Council consult external experts to assist in compiling the performance evaluation report?	ee 35.1	See next column (further requests).	Does IHF's Council perform the evaluation by itself, or does it also consult external experts to assist in the process?	Internal process.	No	No	
	Did individuals not directly affiliated evaluation?	iliated to the organisation and with relevant expertise assist with the	organisation representative									
3	35.3 Do the organisation's internal regulations (or statutes) establish that the board has to conduct an annual self-evaluation?	regulations (or statutes) establish unambiguously that the board has to tion?	Organisation's statutes and internal regulations	IHF Statutes (2018), Art 14; IHF Standing Orders of the Council and Commissions (2007), Art 2	No mention in Statutes or internal regulations regarding a requirement for self- assessment/evaluation by the Council					No	No	
Principle 36 The organisation is externally audited by an independent auditor.	36.1 Have the organisation's financial statements and accounting records been reviewed by an organisation that has no formal affi	ial statements and accounting rec ords been reviewed by a person or al affiliation with the organisation and that is approved by an official party (i.e.,	Organisation's statutes; financial statements and accounting	IHF Statutes (2018), Art 12.5, Art XVIII.4, Art 18.2; IHF Congress	No financial statements/report found; Have IHF's financial statements and accounts been reviewed by an Y Statutes do foresse in the involvement of a independent and officially approved auditor (following the IHF	ES, every year.	Indicator fulfilled (but lacking evidence).	NA .	NA .	Yes	Yes	
	independent and officially approved auditor? the government)?		records, interview with organisation representative	Minutes 2017, p. 35	No financial statements/inport found, Statutes do foreste in the involvement of a "supervisory look," for in oriformation found thereo (such from the name of said companily). State of the same of said companily.							
3	36.2 Have the organisation's risk management orocedures and risk assessment methodologies		Organisation's statutes; interview with organisation representative	,	No indication in the Statutes that IHF's risk Hove IHF's risk assessment and management procedures been was management procedures and risk reviewed by an independent auditor in the post five years?	es, by an external auditor.	Indicator fulfilled (but lacking evidence).	NA	NA.	Yes	Yes	
	procedures and risk assessment methodologies (application and effectiveness) been reviewed at least once by an independent and an officially approved auditor in the past five				assessment methodologies are subject to external audit, No traces found of an external audit.							
	years?											
3	36.3 Has the organisation's governance (compliance programme governance)		Organisation's statutes; interview with organisation representative	1	No indication in Statutes that IHF's Has IHF's governance (structure, internal processes) been reviewed by N on independent multitur in the nort flux wors? on independent multitur in the nort flux wors?	ies with the ASCIF Governance Task Force.	Indicator fulfilled (but lacking evidence).	NA NA	NA.	Yes	Yes	
	(compliance programme, governance structure, internal processes) been reviewed by an independent and officially approved auditor in the past five years?				No indication in Statutes that HF's Has IHF's governance (structure, internal processes) been reviewed by it governance is subject to external audit. No traces found of an external audit.							
Principle 37	37.1 Does the organisation have a code of conduct Does the organisation have a comp	romershancius cet of nelecialar that artibilith mood conduct or adopt as	Organisation's statutes and	IDE Chabutar (2019). Art 2: IDE						Vac	Var	
conduct applicable to the members of the board, management and personnel.	that applies to its board members? existing set of principles? Do these principles apply to its board.		internal regulations; website; code of conduct	Ethics Code (2016), Art 3								
	oo triese principies apply to its oom	COMIC INVINDUES?										
	37.2 Does the organisation have a code of conduct Does the organisation have a comp	representative cut of extended that artibility and conduct or wheat so	Omnoiration's statutes and	IUE Chabutae (2019). Art 2: IUE						Var	Var	
	that applies to its management? existing set of principles? Do these principles apply to its man		internal regulations; website; code of conduct	Ethics Code (2016), Art 3								
3	37.3 Does the organisation have a code of conduct Does the organisation have a comp that applies to its staff?	comprehensive set of principles that establish good conduct or adopt an	Organisation's statutes and	IHF Statutes (2018), Art 2; IHF						Yes	Yes	
	that applies to its staff? existing set of principles? Do these principles apply to its staff		internal regulations; website; code of conduct	Ethics Code (2016), Art 3								
3	37.4 Does the code of conduct that applies to the Does the organisation have a comp	comprehensive set of principles that establish good conduct or adopt an	Organisation's statutes and	IHF Ethics Code (2016), Art 5						Yes	Yes	
	organisation's board members contain a existing set of principles? general obligation to act with integrity? Do these principles apply to its board.		internal regulations; website; code of conduct									
	Do these principles contain a gener behaviour (e.g., "shall act with integ	general requirement that obliges board members to refrain from unethical integrity"; "shall nog engage in corrupt practices"; "shall adhere to principles										
3	of ethical conduct", etc.)? 37.5 Does the code of conduct that applies to board Does the organisation have a comprehens contain rules on expenses? existing set of principles?	romorehensive set of principles that establish enod conduct or adopt an	Organication's statutes and	IHF Ethics Code (2016)	No specific mention of/rules on expenses.					No	No	
	members contain rules on expenses? existing set of principles? Do these principles apply to its boar		internal regulations; website; code of conduct									
	Do these principles contain specific											
3	37.6 Does the code of conduct that applies to board members contain rules on accepting gifts? Obes the organisation have a complement of principles?	comprehensive set of principles that establish good conduct or adopt an	Organisation's statutes and Internal regulations; website;	IHF Ethics Code (2016), Art 5						Yes	Yes	
	Do these principles apply to its boar		internal regulations; website; code of conduct									
	Do these principles contain specific	ecific rules on accepting gifts?										
3	37.7 Does the code of conduct that applies to board Does the code of conduct that applimembers contain rules on conflicts of interest?	applies to board members contain provisions on conflicts of interest?	Organisation's statutes and internal regulation	IHF Ethics Code (2016), Appendix Rules on Coefficient at the						Yes	Yes	
	TREFERENCE CONTRACTOR CONTINUES ON INTERFERENCE		code of conduct	IHF Officials								
3	37.8 Does the code of conduct that applies to board members contain an obligation to notify			IHF Ethics Code (2016), Appendix Olympic Movement Code on the						Yes	Yes	
	members contain an obligation to notify breaches of the code of ethics to appropriate internal persons or entities?			Olympic Movement Code on the Prevention of the Manipulation of Competitions, Art 2.5.2; IHF Ethio Code (2016), Art 5								
	Does the organisation have a comp existing set of principles? Do these principles apply to its boar	comprehensive set of principles that establish good conduct or adopt an s board members? applies to board members contain an obligation to notify breaches of the code		Code (2016), Art 5								
3	37.9 Has the code of conduct been signed by all the Does the organisation have a compute members of the board?	al persons or entities?	Organisation's statutes and		No sign of any signatures. Does IHF ensure its Code of Ethics is signed by the Council members? In	iot signed but there was a vote which agreed on the concept of an independent Ethics Code + All Cou- nembers took so with to follow, commit with and respect the Code of Ethics.	ouncil Indicator not fulfilled.	NA NA	NA.	No	No	
	Do these principles apply to its boar	board members?	code of conduct; interview with organisation representative:			initiders dook at each to follow, compay with and respect time close of etimes.						
	Has the code of conduct been signe	signed by all the members of the board?	additional evidence provided by organisation representative									
3	37.10 Did the organisation take steps during the past Does the organisation have a comp twelve months to ensure that all the relevant existing set of principles? stakeholders are notified of the contents of the	comprehensive set of principles that establish good conduct or adopt an	Organisation's statutes and internal regulations; website;		No traces of steps taken to explicitly notify stakeholders (e.g., no (e.g., through newsletters, seminons)?	ES. Circular letter have been send to all stakeholders regarding the Ethics Code.	Indicator fulfilled.	NA .	NA .	Yes	Yes	
	stakeholders are notified of the contents of the code and understand it? Do these principles apply to its boar	s board members?	code of conduct; interview with organisation representative; additional evidence provided by		announcements/newsletter dealing specifically with CoE).							
	Did the organisation take steps duri are notified of the con-tents of the	s during the past twelve months to ensure that all the relevant stakeholders f the code and understand it?	organisation representative									
	Note: steps may include distributing activity report, or specific actions ai	outing the code via website an-nouncements, newsletters, publication in genera ons aimed at education / training (seminars, electronic resources, etc.).	al .									
3:	37.11 Has the general assembly been informed about the code of conduct? Does the organization have a compatiting set of principles? Do these principles apply to its boar	comprehensive set of principles that establish good conduct or adopt an	Organisation's statutes and internal regulations: website:	IHF Congress Minutes (2017), Art						Yes	Yes	
			code of conduct; general assembly minutes; interview with organisation representative:									
	Has the general assembly been info	n informed about the code of conduct?	organisation representative; additional evidence provided by organisation representative									
Principle 38 The hoard establishes clear coeffict of interest 3	38.1 Do the organisation's statutes and/or internal. Do the organisation's statutes and/or	and/or internal resulations establish procedures that handle board members'	Organisation's statutes and	IHF Pthirs Code (2016). Annendis						Vec	Yes	
procedures that apply to the members of the board.	regulations establish procedures regarding conflicts of interest?	•	internal regulations; code of conduct	Rules on Conflicts of Interest of IHF Officials								
13												
	38.2 Do these procedures ensure that (perceived) Do the organisation's statutes and/	and/or internal regulations establish procedures that handle board members'	Organisation's statutes and	IHF Ethics Code (2016). Appendix	No mention of potential conflicts beine listed					No	No	
	38.2 Do these procedures ensure that (perceived) conflicts of interest are reported before or at the start of every board meeting, listed in the minutes, and recorded in a registry? Do these procedures ensure that (perceived) to be the procedures ensure that (p	hat (perceived) conflicts of interest are notified before or at the start of every	conduct	IHF Ethics Code (2016), Appendix Rules on Conflicts of Interest of IHF Officials	No mention of potential conflicts being listed in the minutes of the board meetings or recorded in a registry.					No	No	
	the start of every board meeting, listed in the minutes, and recorded in a registry? Do these procedures ensure that (p		conduct	IHF Ethics Code (2016), Appendix Rules on Conflicts of Interest of IHF Officials	No mention of potential conflicts being listed in the minutes of the board meetings or recorded in a registry.					No	No	
<u></u>	the start of every board meeting, listed in the minutes, and recorded in a registry? Doard meeting, listed in the minute board meeting, listed in the minute	nat (percoived) conflicts of interest are notified before or at the start of every inutes of the board meetings, and recorded in a registry?	conduct	IHF Officials	recorded in a registry.					No Yes	No Yes	
1	this start of every board meeting, listed in the mindex, and recorded in a registry? 33.3 Do these procedures ensure that every commercial transaction with a fixed party, with commercial transaction with a fixed party, with comfict of board methods has in ploffers.	hat (perceiving) conflicts of interest are notified before or at the start of every invarience of the board meetings, and recorded in a registry? and/or internal regulations establish procedures that handle board members? and/or internal regulations establish procedures that handle board members?	Crganisation's statutes and internal regulations; code of conduct	IHF Officials	recorded in a registry.					No Yes	PAG Yes	
3	the start of every board meeting, listed in the minutes, and recorded in a registry? Doard meeting, listed in the minute board meeting, listed in the minute	hat (perceiving) conflicts of interest are notified before or at the start of every invarience of the board meetings, and recorded in a registry? and/or internal regulations establish procedures that handle board members? and/or internal regulations establish procedures that handle board members?	Crganisation's statutes and internal regulations; code of conduct	IHF Officials IHF Regulations - Legal Provisions Art 6.2; IHF Ethics Code (2016), Appendix - Rules on Conflicts,	recorded in a registry.					No.	No.	
	the start of every board meeting, listed in the minutes, and recorded in a registry? 33.3 Do these procedures resoure that every commercial transaction with a shirld party, with conflict of interest? sensitive transition or commercial relationship, must be shirtly and the shirtly and	tel (perceived) conflicts of interest are notified before or at the start of every number of the beard meetings, and recorded as a registry? and/or internal regulations establish procedures that handle board members? and/or internal regulations establish procedures that handle board members which the contraction with a stind party, with which a board like or commercial storaction with a stind party, with which a board like or commercial establiships, must be submitted for upgroved to the general by the general assembly?	conduct Organization's statutes and internal regulations; code of conduct	HF Regulations - Legal Provision Art 5.2 (HF Ethics Code (2015), Appendix - Bulles on Conflicts of Interest of IHF Officials	recorded in a registry.					Tes Tes	Total	
	the start of every board meeting, listed in the minutes, and recorded in a registry? 33.3 be these procedures ensure that revery commercial transaction with a shird party, with work about member has an injulient familiar occumination in the shird party, with work about member has no injulient familiar occumination relationship, must be submitted to the general assembly or a body mandated by the continues of the board may not participated in confict of interest?	ust journived conflicts of interest are notified before or at the start of every varieties of the board meetings, and recorded in a registry? and/or internal regulations establish procedures that handle board member? that every commercial transaction with a third party, with which a board like or commercial restationable, must be submetted for approval to the general lay the general assembly? and/or internal regulations establish procedures that handle board member? and/or internal regulations establish procedures that handle board member?	Organisation's statutes and internal regulations, code of conduct Organisation's statutes and external regulations, code of conduct Organisation's statutes and extended regulations, code of conduct and conduc	INF Officials INF Regulations - Legal Provision Art 6.2; INF Ethics Code (2016), Appendix - Rules on Conflicts of Interest of INF Officials INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Information INF Ethics Code (2016), In	incorded in a registry. General prohibition for the in-shiftedual and shifted leaves a control of incorded and and shifted leaves a control of incorded and and a control of incorded and a control o					Pec.	Trees	
	the start of every board meeting, listed in the minutes, and recorded in a registry? 33. Do these procedures shower that every commercial transaction with a shirtly purp, without a board meeting, fisted in the minute which a board member has an injudicer. I amiliar or commercial transaction with a shirtly purp, without a board member has an injudicer. I amiliar or commercial relationship, most be administed by the general assembly or a body member of the procedures ensure that the members of the some procedures parameter that the members of the some may not participate in the vide about certain decisions, for which a conflict of interest? 34. On these procedures guarantees that the members of the some may not participate in the vide about certain decisions, for which a conflict of interest exists? 35. Do these procedures ensure that possible in the minute of the procedures ensure that to be desirable to the procedures ensure that to be the procedures ensure that to board meeting, listed in the minute of the procedures ensure that to be these procedures ensure that to board meeting, listed in the minute of the procedures ensure that to be the procedures ensure that to be the procedures ensure that to board meeting, listed in the minute of the procedures ensure that to be the procedures ensure that to be minuted to the procedures ensure that to be the procedures ensure that to be the procedure ensure that the procedure ensurement	ust [percaived] conflicts of interest are notified before or at the start of every waters of the board meetings, and recorded as a registry? and/or internal regulations establish procedures that handle board members? but every commercial transaction with a third party, with which a board died or commercial residentiship, must be submitted for approval to the general and/or internal regulations, establish procedures that handle board members' and/or internal regulations establish procedures that handle board members that promised conflicts of interest are notified before or at the start of every interest of board meetings, and recorded as a registry?	Organisation's statutes and internal regulations, code of conduct Organisation's statutes and external regulations, code of conduct Organisation's statutes and extended regulations, code of conduct and conduc	INF Officials INF Regulations - Legal Provision Art 6.2; INF Ethics Code (2016), Appendix - Rules on Conflicts of Interest of INF Officials INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Information INF Ethics Code (2016), In	recorded in a registry.					Personal Per	No.	
	the start of every board meeting, listed in the minutes, and recorded in a registry? B. 3. So these procedures ensure that every commercial transaction with a binding sarry, with conflict of interest and sarry with a sarry with conflict of interest and sarry with a sarry with conflict of interest and sarry with a s	ust perceived conflicts of interest are notified feelor or at the start of every interest of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members* and every commercial interactions with a total parky, with which a board later commercial restauration with a total parky, with which a board later or commercial restauration, must be submitted for approval to the general by the general assembly? and/or internal registrons establish procedures that handle board members that (previously conflicts of internal are notified before or at the start of every suitces of the board meetings, and recorded in a registry and members to vice and/or participate in discussions in clearly defined internal existing.	Organisation's statutes and sitemal regulations, code of dondard. Organisation's statutes and sitemal regulations, code of dondard. Organisation's statutes and sitemal regulations; code of conduct.	INF Officials INF Regulations - Legal Provision Art 6.2; INF Ethics Code (2016), Appendix - Rules on Conflicts of Interest of INF Officials INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Information INF Ethics Code (2016), In	General prohibition for the individual inf official (with a potential conflict of interest) from participating in discussions and decisions before such according to the conflict of interest) from participating in discussions and decisions before such according to the conflict of interest) from participating in discussions and decisions before such according to the conflict of					Pers.	TVES.	
3	the start of every board meeting, listed in the minutes, and recorded in a registry? B.3. On these procedures ensure that every commercial transaction with a birdig parry, with conflicts of interest exists. B.3. On these procedures ensure that every commercial transaction with a birdig parry, with conflicts of interest exists which a board meeting is birdig parry, with conflicts of interest exists. B.3. On these procedures ensure that every commercial transaction with a birdig parry, with conflicts of interest exists. B.3. On these procedures exists are also procedures ensure that eventually a conflict of interest exists. B.3. On these procedures exists are also procedures exists and procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists. B.3. On these procedures exists are also procedures exists are also procedures exists.	ust generated southers of interest are notified fedor or at the start of every interest of the board meetings, and recorded in a registry? and/or internal regulations establish procedures that handle board members* and over commercial structures with a third party, with which a board little commercial restauration with a third party, with which a board little or commercial restauration with a third party, with which a board little or commercial restauration with a third party, with which a board little or commercial restauration with a third party with a special to the general by the general assembly? and/or internal regulations establish procedures that handle board members and permissions of the board members and another before or at the start of every internal regulations, and increded his procedures that handle board members and permissions of the board members in over and/or participate in discussions in clearly defined internal establish increases that the board members to a commercial that board members is not a only or processing the board members.	Organization's standars and standard regulations, code of conduct Organization's standars and standard regulations, code of conduct Organization's standard and standard regulations, code of conduct	INF Officials INF Regulations - Legal Provision Art 6.2; INF Ethics Code (2016), Appendix - Rules on Conflicts of Interest of INF Officials INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Information INF Ethics Code (2016), In	Connects prohibition for the individual info official (with a potential conflict of internet) from participating in discussions and from participating in discussions and from participating in discussions and from the individual in Individual in Individual in Individual from participating in discussions and from participating in discussions and from the individual in Individual in Individual from the individual in Individual in Individual from the Individual in Individual from the Individual in Individual from the Individual Individual from Individual Individual Individual from Individual Individual Individual from Individual Individual Individual from Individua					No.	No.	
3	the start of every board meeting, licited in the minutes, and recorded in a registry? 33.3 So these procedures ensure that every commerced transaction with a fine pure, with the summer commerced transaction with a fine pure, with the summerced transaction with a fine pure and the summerced transaction with a fine pure and the summerced transaction with t	ust generated southers of interest are notified fedor or at the start of every interest of the board meetings, and recorded in a registry? and/or internal regulations establish procedures that handle board members* and over commercial structures with a third party, with which a board little commercial restauration with a third party, with which a board little or commercial restauration with a third party, with which a board little or commercial restauration with a third party, with which a board little or commercial restauration with a third party with a special to the general by the general assembly? and/or internal regulations establish procedures that handle board members and permissions of the board members and another before or at the start of every internal regulations, and increded his procedures that handle board members and permissions of the board members in over and/or participate in discussions in clearly defined internal establish increases that the board members to a commercial that board members is not a only or processing the board members.	Organisation's statutes and settlem (regulations, code of codester all codes of codester all codes of codester all codeste	INF Officials INF Regulations - Legal Provision Art 6.2; INF Ethics Code (2016), Appendix - Rules on Conflicts of Interest of INF Officials INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Appendix INF Ethics Code (2016), Information INF Ethics Code (2016), In	General prohibition for the individual relief Clinical prohibition for the individual relief artificial (which a potential conflict of indirectors) from participating indicustrian and facciones justices authorized attended by the is a members; to a members;					THE THE STATE OF T	Nec Yes	
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Principle 39 The opposition takes stops to ensure that the opposition takes stop to ensure that any open stop to ensure that and that transpressors for consequence.	the start of early board meeting, listed in the immune, and recorded in a regionry? board meeting, listed in the minute meeting and meeting, listed in the minute meeting, listed in the minute meeting and meeting and meeting and meeting, listed in the minute meeting and products and meeting and meeti	and generating confines of interest are confided factors or at the start of every interest of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' that is a second or a recognition of the board that is a contract or a second of the second of the board that is commercial transaction with a third party, with which a board list or commercial resistanciation, must be submitted for approval to the general by the general assembly? by the general assembly and the second of the second of the second of the second of the procedures that handle board members' that party is the general assembly assembly as the second of every second or second of the second of th	Organization's standers and conduct Organization's standers and conduct Organization's standers and stemating address, code of conduct Organization's standers and stemating address, code of conduct Organization's standers, internal regulations, code of conduct Organization's standers, internal regulations Organization's standers, internal regulat	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Coversida prohibitions for the subsidiaries and conflict of interests) from participating indicactions and decicious pulses automated and decicious pulses automated attentional by the same and decicious pulses automated attentional by the same and decicious pulses automated attentional by the same and same					NES NES NES NES NES NES NES NES	705 705 705 705 705 705 705 705	
Periodopia 39 The organizations have stopp to ensure that you and that it rangerooses for consequence. and that it rangerooses for consequence.	the start of early board meeting, listed in the minutes with the companion of the companion	and generating counting, and interest are notified before or at the start of early includes of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' and the start of processors and the start of processors. The start of processors are also the start of processors and the start of processors and the start of processors. The	Organization's statutes and settlement of conduct. Organization's statutes and settlement of conduct. Organization's statutes and settlement regulations, code of conduct. Organization's statutes and settlement regulations, code of conduct. Organization's statutes, internal regulations.	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Connects prohibitions for the individual line of chical with a potential conflict of interest) home participating the potential conflict of interest) home participating individuals in charge of the body of which has in amendment of conflict of interest with he in a member of conflict of interest with he in a member of conflict of interest with a paper to form the conflict of interest with appete to form of the format o					Tree	Test	
Periodopia 39 The organizations have stopp to ensure that you and that it rangerooses for consequence. and that it rangerooses for consequence.	the start of early board meeting, listed in the minutes with the companion of the companion	and generating counting, and interest are southed before or at the start of every insides of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' that is a second or a second of the s	Organization's statutes and settlement of conduct. Organization's statutes and settlement of conduct. Organization's statutes and settlement regulations, code of conduct. Organization's statutes and settlement regulations, code of conduct. Organization's statutes, internal regulations.	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Connects prohibitions for the individual line of chical with a potential conflict of interest) home participating the potential conflict of interest) home participating individuals in charge of the body of which has in amendment of conflict of interest with he in a member of conflict of interest with he in a member of conflict of interest with a paper to form the conflict of interest with appete to form of the format o					Perc	No.	
Procedure 40 Pr	the start of early board meeting, listed in the minutes with the procedures around that procedures around that the standard meeting, listed in the minute with the procedures around that the procedures around that the procedures around the procedures around that the procedures around th	and generating counting, of interest are notified fations or at the start of extry includes of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' that every commercial transaction with a third party, with which a board list or commercial transaction with a third party, with which a board list or commercial resources are supported to the procedure of the support of the general by the general automotive and/or internal registrons establish procedures that handle board members' that permission counting and the support of the general by the general automotive and permission of counting and internal registrons establish procedures that handle board members' that permission counting and internal registrons establish procedures that handle board members' are procedures formed a board member to vote and/or perticipate in discussions in the procedures formed aboard member to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members and districts in the person and/or entity is taked with the procedure of the procedures and the person and/or entity is taked with that and the procedures of the procedures and the person and/or entity is taked with taked in video of conduct? and/or internal registrons establish that a person and/or entity is taked with taked in video of conduct or recognised aboard an entiting set of principles? to board members, management, and dat?? and/or internal registrons establish that a person and/or entity is taked with t	Organization's statutes and settlement of the conduct of conduct o	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Connects prohibitions for the individual line of chical with a potential conflict of interest) home participating the potential conflict of interest) home participating individuals in charge of the body of which has in amendment of conflict of interest with he in a member of conflict of interest with he in a member of conflict of interest with a paper to form the conflict of interest with appete to form of the format o					No.	No.	
Principle 39 The opjectation takes step to receive that the opposition makes are sequently shaded and that transpressors for consequence.	the start of early board meeting, listed in the minute with the procedures ensure that every work of the procedures ensure that every which is about member has an joil/sect affinition or common relationship, must be submitted to the general searchipy or a body meeting in the desire of interest and procedures ensure that every which is about member has an joil/sect affinition or common relationship, must be submitted to the general searchipy or a body member of the board may not participate in conflict of interest and procedures ensure that the members of the board may not participate in conflict of interest exists. 3.3.3 On these procedures include specific conflict of interest exists. 3.3.3 On these procedures include specific conflict of interest exists. 3.3.3 On these procedures include specific conflict of interest exists. 3.3.3 On these procedures include specific conflict of interest exists. 3.3.3 On these procedures include specific conflict of interest exists. 3.3.4 On the organization's statutes and/or internal regulations existably that a premare were an interest exists. 3.3.5 On these procedures includes specific conflict of interest exists. 3.3.6 On these procedures includes specific conflict of interest exists. 3.3.7 On the organization's statutes and/or internal regulations existably that premare exists and possible interest exists. 3.3.8 On these procedures includes and/or internal regulations existably that the person or entity staked with investigating breaches of applicable rules of conduct. It independently interest exists. 3.3.9 On the organization's statutes and/or internal regulations existably that the person or entity staked with investigating breaches of applicable rules of conduct is independently interest exists. 3.3.1 On the organization's statutes and/or internal regulations existably that the person or entity staked with investigating breaches of applicable rules of conduct is pointered to exist and interest in a procedure exists and interest of applicable rules of cond	and generating counting, of interest are notified fations or at the start of extry includes of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' that every commercial transaction with a third party, with which a board list or commercial transaction with a third party, with which a board list or commercial resources are supported to the procedure of the support of the general by the general automotive and/or internal registrons establish procedures that handle board members' that permission counting and the support of the general by the general automotive and permission of counting and internal registrons establish procedures that handle board members' that permission counting and internal registrons establish procedures that handle board members' are procedures formed a board member to vote and/or perticipate in discussions in the procedures formed aboard member to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members to vote and/or perticipate in discussions in the procedures formed aboard members and districts in the person and/or entity is taked with the procedure of the procedures and the person and/or entity is taked with that and the procedures of the procedures and the person and/or entity is taked with taked in video of conduct? and/or internal registrons establish that a person and/or entity is taked with taked in video of conduct or recognised aboard an entiting set of principles? to board members, management, and dat?? and/or internal registrons establish that a person and/or entity is taked with t	Organisation's statutes and seaming implications, code of conduct. Organisation's statutes and seaming implication, code of conduct. Organisation's statutes and seaming implications, code of conduct. Organisation's statutes, internal regulations.	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Connects prohibitions for the individual line of chical with a potential conflict of interest) home participating the potential conflict of interest) home participating individuals in charge of the body of which has in amendment of conflict of interest with he in a member of conflict of interest with he in a member of conflict of interest with a paper to form the conflict of interest with appete to form of the format o					Next	795	
Procedes 40 Proce	the start of early board meeting, listed in the minutes with the procedures ensures that every which is based meeting, stated in the minute which is a based meeting, stated in the minute which is a based meeting a stated in the minute stated meeting, stated in the minute stated meeting stated with meeting and procedures security and stated meeting stated with meeting stated and stated meeting stated with meeting stated with investigating broades of applicable rules of conduct? 39.3 On the organization's statutes and/or internal megistations establish that a personn and/or eventry is stated or stated and state	and generating counting, of interest are notified fations or at the start of extry includes of the board meetings, and recorded in a registry? and/or internal registrons establish procedures that handle board members' that every commercial transaction with a third party, with which a board list or commercial transaction with a third party, with which a board list or commercial resources and the start of every start of the start of the start of the start of the start of every start of the start of the start of the start of every start of the start of the start of the start of every start of the start of the start of the start of every start of the start of the start of the start of every start one-to-to-to-dependent of the start of the start of every start one-to-to-to-dependent of the start of the start of every start one-to-to-dependent of the start of the start of the start of every start one-to-to-dependent of the start of the start of every start one-to-to-dependent of the start of the start of every start one-to-dependent of the start of the start of the start of every start one-to-dependent of the start of the s	Organisation's statutes and seaming implications, code of conduct. Organisation's statutes and seaming implication, code of conduct. Organisation's statutes and seaming implication, code of conduct. Organisation's statutes, internal regulations.	Intel Regulations - Legal Provision Intel Regulations - Legal Provision And State Control And State Co	Connects prohibitions for the individual line of chical with a potential conflict of interest) home participating the potential conflict of interest) home participating individuals in charge of the body of which has in amendment of conflict of interest with he in a member of conflict of interest with he in a member of conflict of interest with a paper to form the conflict of interest with appete to form of the format o					No.	No.	

40	0.2 Do the procedures contain clearly defined rules for submitting complaints?	On the organisation's statutes and/ or internal regulations establish procedures for processing complaints about violations of the rules of conduct that have been established/adopted by the organisation? internal regulations; code of	IHF Ethics Code (2016), Art 4					Yes		Yes	
	rules for submitting complaints?	Do the procedures contain clearly defined rules establishing how and where complaints must be submitted?									
40	0.3 Do the procedures contain clearly defined	Do the organisation's statutes and/ or internal regulations establish procedures for processing complaints about violations of the rules of conduct that have been established/ adopted by the organisation? (internal regulations; code of	IHF Ethics Code (2016), Art 4; IHF	F Lacks information on the procedures to				No		No	
	tues to mesugating companies	Do the procedures contain clearly defined rules establishing how and by whom complaints must be	Statutes (2018), Art 22	tonow with investigating companies.							A
		investigated?									A
											A
40	0.4 Do the procedures contain clearly defined	Do the organisation's statutes and/ or internal regulations establish procedures for processing complaints organisation's disturtes and or internal regulations established adapted by the organisation? Internal regulations, code of conduct that have been established adapted by the organisation? Do the organisation's statutes and organisation		No mention of the person who submitted				No		No	-
	rules for notifying the person who submitted the complaint about the outcome of the	d about violations of the rules of conduct that have been established/adopted by the organisation? internal regulations; code of conduct		the complaint being notified about the outcome of the investigation.							
	Investigation?	Do the procedures contain clearly defined rules establishing how and when the person who submitted the complaint must be notified of the outcome of the investigation?									
Principle 41											
The organisation establishes procedures that ensure whistleblower protection.	 Do the procedures establish that no person who, in good faith, reports a concern shall be 	Do the organisation's statutes and/ or internal regulations establish procedures for processing complaints Organisation's statutes and about violations of the rules of conduct that have been established/adopted by the organisation? Internal regulations		No explicit mention of non-retaliation.				No		No	
	subject to retaliation or negative consequences?	Do the procedures establish that no person who, in good faith, reports a concern shall be subject to									A
		retallation or negative consequences?									A
											A
41	1.2 Do the procedures establish that reports of concerns and related investigations must be	Do the organisation's statutes and/ or internal regulations establish procedures for processing complaints Organisation's statutes and about violations of the rules of conduct that have been established adopted by the organisation? Internal regulations	Ethics Code (2016), Appendix -	1				Yes		Yes	
	kept confidential to the extent possible?	about violations of the rules of conduct that have been established/adopted by the organisation? Internal regulations Do the procedures establish that reports of concerns and related investigations must be kept confidential to	Olympic Movement Code on the Prevention of the Manipulation of	e							
		the extent possible?	Competitions, Art 3.4								
41	1.3 Do the procedures enable persons to file an	On the organisation's statutes and/ or internal regulations establish procedures for processing complaints about violations of the rules of conduct that have been established/ adopted by the organisation? Organisation's statutes and internal regulations.	IHF Ethics Code (2016), Appendix	ix - Note, however, that the section on				Yes		Yes	
	anonymous compraint?	about violations of the rules of conduct that have been established/ adopted by the organisation? Internal regulations Do the procedures enable persons to file an anonymous complaint?		anonymity could be more elaborate, and be of incorporated in the IHF Ethics Code itself (rather than solely as an appendice).							
		- Production Companies	2	as an appendice;							
Principle 42											
The organisation's decisions can be contested through internal or external mechanisms.	regulations establish procedures that allow	nal Do the organisation's statutes and/or internal regulations establish a formal procedure for appealing against Organisation's statutes and a sporting sanction? Organisation's statutes and internal regulations	IHF Legal Provisions, Art 1.3.1, Art 2.1.5, Art 2.1.8	Irt The Disciplinary Commission only deals with appeals concerning sporting sanctions				Yes		Yes	
	athletes, coaches, referees, delegates and			imposed in the context of international events. In addition, individual players can also appeal to CAS.							
		Note: the dispute resolution body where the decision is appealed may be either internal or external.		and appear to Ors.							A
											A
42	2.2 Do the relevant procedures establish that the parties concerned are entitled to a hearing it	e Do the organisation's statutes and/ or internal regulations establish a formal procedure for appealing against f a sporting sanction? Urganisation's statutes and internal regulations	IHF Regulations - Legal Provisions Art 2.1.12; CAS Statutes and	ns,				Yes		Yes	
	they so desire?	Do the relevant procedures establish that the parties concerned are entitled to a hearing if they so desire?	Regulations, Art 44.2								
		Note: these criteria also apply to external dispute resolution bodies.									
42	2.3 Do the applicable procedures establish that	Do the organisation's statutes and/ or internal regulations establish a formal procedure for appealing against Organisation's statutes and organisation statutes and internal regulations rules internal regulations rules	IHF Regulations - Legal Provision	ns, Article 1.2.1 mentions that "IHF appeal				No		No	
	resolution body may not belong to the board or to any of the standing committees of the	a sporting sanction? d Do the applicable procedures establish that the members of the relevant dispute resolution body may not	spute Code of Sports-related Arbitration (2017), Art 13 - 19	on however, there is (1) no mention of Council/standing committee members being							A
	organisation?	belong to the board or to any of the standing committees of the organisation?		ineligible to serve on The Jury, (2) the exception that "In the absence of two or							A
		Note: these criteria also apply to external dispute resolution bodies.		more members of the Disciplinary Commission, the IHF President shall delegate							A
42	2.4 Do the relevant procedures establish clearly	Oo the organisation's statutes and/or internal regulations establish a formal procedure for appealing against Organisation's statutes and	IHF Regulations - Legal Provisions	suitable Council members to serve on the ns, The Jury serves as appeal body for decisions				No		No	4
	defined rules for appealing the decision of the dispute resolution body?	Do the relevant procedures establish clearly defined rules for appealing the decision of the dispute resolution body	spute related Arbitration (2017), Art 47	made by the Disciplinary Commission. However, there is a lack of information on the procedures to follow when appealing							
		body?		said decisions. Parties are allowed to appeal against CAS awards, as long as CAS functions							
		Note: these criteria also apply to external dispute resolution bodies.		as a first instance tribunal and provisions for such an appeal have been made. However.							
42	2.5 Does the organisation provide means for leg	[all Do the organisation's statutes and/ or internal regulations establish a formal procedure for appealing against Organisation's statutes and	CAS Statutes and Regulations, Art	no such provisions were found. rt See 42.1: Individual players may also appeal				Yes		Yes	
	aid or pro bono counsel?	a sporting tanction? Interview with organisation represent. Does the organisation provide means for legal aid or pro bono counsel?	ative	to CAS: CAS foresees in the creation of a legal aid fund to facilitate access to CAS							A
		Loes the organisation provide means for legal and or pro bono counsel?		arbitration (no provisions for such assistance on the part of IHF).							A
											A
42	2.6 Do the organisation's statutes and/ or interm	nal Do the organisation's statutes and/ or internal regulations establish a formal procedure for appealing against Organisation's statutes and	IHF Ethics Code (2016), Art 3-4, A	Art IHF Arbitration Tribunal serves as appeal				Yes		Yes	
	regulations establish procedures that allow staff or board members to appeal against a	aid to the organisation's statutes and/or internal regulations establish a formal procedure for appealing against addisciplinary sanctions' to the organisation's statutes and service ana	12	pody for decisions made by the Ethics Commission.							
	disciplinary sanction?	Do the organisation's statutes and/ or internal regulations ensure that none of the listed parties are excluded from appealing against a sporting decision?									
		Note: the dispute resolution body where the decision is appealed may be either internal or external. If the argunisation recognizes on external dispute resolution body, the regulations must acknowledge the individual's									
42	2.7 Do the relevant procedures establish that th	right to appeal to this body or guarantee that the individual is informed about his/her right to appeal to this Do the organication's statutes and or internal regulations establish a formal procedure for appealing against. Organication's statutes and	IHF Legal Provisions, Art 2.2.17	No details available on hearings: "It is up to				No		No	
	parties concerned are entitled to a hearing it they so desire?	f a disciplinalry sanction? Internal regulations		the Chairman of the Arbitration Tribunal to opt for oral or written proceedings*							
		Do the relevant procedures establish that the parties concerned are entitled to a hearing if they so desire?									
42	2.8 Do the applicable procedures establish that	Do the organisation's statutes and/ or internal regulations establish a formal procedure for appealing against Organisation's statutes and	IHF Regulations - Legal Provisions	ns, Article 1.2.1 mentions that "IHF appeal				No		No	4
74	the members of the relevant dispute resolution body may not belong to the board	a disciplinairy sanction? Internal regulations; rules d	Art 1.2.1, Art 2.2.3 & 2.2.6 spute	authorities are independent bodies"; however, there is (1) no mention of							
	or to any of the standing committees of the organisation?	Do the applicable procedures establish that the members of the relevant dispute resolution body may not belong to the board or to any of the standing committees of the organisation?	I	Council/standing committee members being ineligible to serve on the Arbitration Tribunal, (2) the requirement that each							
		Note: these criteria also apply to external dispute resolution bodies.		Continental Confederation has at least one							
	2.9 Do the relevant news from while!	Do the consciration's thirtee and or internal constitution or exhibits	INE Dibler Code (1995), And The	member among the 10 Arbitration Tribunal members, (3) the fact that, should a member Art The Arbitration Tribunal cover at appeal				No		No.	
42	defined rules for appealing the decision of the dispute resolution body?	Do the organisation's statutes and/ or internal regulations establish a formul procedure for appealing against Organisation's statutes and description of the disciplinary sanction? additionally sanction? Do the relevant procedures establish clearly defined rules for appealine the decision of the discute resolution. Procedures establish clearly defined rules for appealine the decision of the discute resolution.	12; IHF Legal Provisions, Art 2.2.8 spute	8 body for decisions made by the Ethics Commmission. However, there is a lark of							
	-	Do the relevant procedures establish clearly defined rules for appealing the decision of the dispute resolution resolution body?		information on the procedures to follow when appealing said decisions.							
Principle 43 The organisation implements procedures that 43	3.1 The organisation's statutes and/ or internal	Do the organisation's statutes and/ or internal regulations establish that ensure that at least 25% of the board members do not have or have not had a formal connection with a governing body within the sport? Organisation's statutes and internal regulations	IHF Statutes (2018); IHF Standing	No mention of Council members having to				No		No	
ensure that a proportion of the board members are independent.	regulations ensure that at least 25% of the board members are independent.	owru memuels do not have or have not had a formal connection with a governing body within the sport?	Orders for the Council and Commissions	fulfil independence criteria.							
43	3.2 Do the organisation's statutes and/or interns	al Do the organisation's statutes and/or internal regulations establish that ensure that at least 25% of the Organisation's statutes and		See 14.1 (No mention of the existence of an				No		No	
	regulations establish that the tasks of the nomination committee include searching for	board members do not have or have not had a formal connection with a governing body within the sport? internal regulations		electoral/election/nomination committee), and 43.1							
	suitable independent board members?	Do the organisation's statutes and/or internal regulations establish a (permanent or ad hoc) committee tasked with searching for candidates for vacant independent board member mandates?									
		Note: the general assembly should always retain the right to elect the proposed candidates or not or to elect a person who has not been nominated by the committee unless the person is coapted.									
		passaure menos nous determinanturera dy une commenciae annessa une perfisión is coopted.									
		· · · · · · · · · · · · · · · · · · ·	-		 		 		·		

Principle Relation 44	Indicator Detailed evaluation criteria	Valid data sources Evidence	Initial comments Initial request for additional information	Organisation's answer to initial request for additional information	Comments on organisation's answer to initial request	Further request(s) for additional information	Organisation's answer(s) to further request(s) for additional information	Comments on further answers by organisation Evidence provided by the organisation to support answer(s)	Preliminary score (Yes/No/NA) Organisation's comments on preliminary score	Final score (Yes/No/NA)	Justification of final score	Final comments by organisation (max. 600 characters)
The organization offers consulting to its member federations in the areas of management or governance.	44.1 Does the organization have a formal junition) policy that defines operation junt and policy that defines operation and sportfix actions to be taken regarding the contailing of it member of regarding the contailing of its member specific describes and actions may be a pair of a video policy. Menagement or potentiation in the sexes of management or governance? On the specific objectives and actions may be a pair of a video policy. Menagement or potentiation in the sexes of management of the internal structure and procedures and bureaucratic practices of the organization.	nance? annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organisation's	his formal policy faund with post lift show a policy carcerning. Be providen of generance and post lift show a policy carcerning the providen of generance and post lift show a policy carcerning the providen of generance and post lift show a policy carcerning the providen of generance and post lift show a policy carcerning the providen of general and action action and action action and action action and action ac	155. Article of the Statutes about Authorousy of Handball Stakeholders + the IHE assists National Referrations which needs to review their governance.	lections not fulfilled this class (formal) policy, cultiling objectives and iteméed actions, regarding the provision of above by life to its member associations on the subject of governance and management.	NA.	NA		10	No		
	44.2 Does the organisation have a staff member who formally acts as single in latest annual report or latest (multi-annual policy plan a single person who is responsible point of contact and is responsible for all matters related to management and or governance consulting? One the organisation provide the contact details of this person on a webpage (easily retrievable in accordance with indicator 1.1), latest annual report, or latest (multi-annual) policy plan?	e for all annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organisation's	No point of contact found regarding consulting.						No.	No		
	44.3 Does the organisation provide some from of consulting to member for mol consulting to member fleederation in the area of management or governance through knowledge transfer?	Iffed. Organisation's website; multi- samual policy plate; annual policy plate; policy plate; annual report; additional evidence periodical eye generator's representative	No trace of the providing consulting to its member federations with regards to management or governance.		Indicator fulfilled: See 44.4, 44.5, 44.6 fulfilled.	NA.	NA.		rios.	ries		
	44.4 Does this consulting include the organisation of workshops or training testions?	Organization's website; multi- annual policy plat; annual policy plate, policy evaluations; annual report; additional evaluations provided by organization's representative	No concrete indication that workshops or Does INF organize workshops or training sessions are organized on the governance and management advice to its member associations? subject of governance/management.	TES. Administration courses exist and will for example take place in December in Oceania. One was held in Option also "administrative course for accretary general of National Federations"	Indicator fulfilled.	NA.	NA.		The state of the s	rifes		
	44.5 Does this consulting include tailored (one-on-one) advice?	Organization 's website; multi- annual policy plats; annual policy plats; policy equalitations; annual provided by organization's representative	No indication that HP provides tailored advice to its member federations. Does HP also provide tailored governance and management advice to member associations, on an individual basis?	offs, see above.	indicator fulfilled.	NA	NA.		rics	fes		
	44.6 Does this consulting include the distribution of templates or good practices?	Organization's website, multi- vising plants plants around policy state, policy evaluations, annual report, additional evidence provided by organization's representative	No indication that left distributes templates by groutfees practices to its member and management to its member association?	The IMP has Standard Statutes or Standards player's contracts that the members can use to respect the regulations.	Indicator fulfilled.	NA.	NA .		To .	rtes		
	44.7 Dot the organisation carry out an valuation of the impact of its relevant action valuation of the impact of its relevant actions actions? Does the organisation have a written report that analyses the impact of the relevant action valuations of the impact of its relevant action actions? Note: impact evaluations can either be published as part of the annual report or as a separal document.	annual policy plan; annual policy	No written report available wherein the impact of sportle actions is analyzed evaluated (pages and financeur). Assume the associations?	YES, in coordination with ASSF.	Indicator fulfilled.	NA .	NA		To .	ries		
Principle 45 The organization implements a policy aimed at mitigating the health risks of sporting activities.	45.1 Does the organisation have a formal wintensplacity that codities objectives and actions, spec specific actions used at militigating the health risks one faces when exercising the relevant sport? which risks of sporting activities? Note: the specific objectives and actions may be a part of a wider policy.	officially Organization's website multi- annual policy plate; annual policy plate; policy plate; annual report; additional evidence provided by organization's representative	No formal policy found with poetic/concrete objectives regarding the notation rate of matter and the poetic/concrete objectives regarding the mitigation of health risks linked to handball. and goot?	PGS. To part of the distas of the Medical Commission in accordance with article 4 of the Duties of set Permanent Commissions.	Indicator not fulfilled. No clear (formal) policy, cultiving objectives, regarding the miligation of the health risks of handball.	NA.	NA.		100	No		
	45.2 Does the organisation have a staff member of the properties of the organisation member of the properties of the organisation member of the properties of the organisation members on a webpage (passily retrievable in accordance with indicator 1.1), and properties for all matters consists and in repossible for all matters reparating the health risks of sporting activities? Ones the organisation members on a webpage (passily performance) and properties of the properties of	annual policy planz, annual policy planz, policy evaluations, cannual report; additional evidence provided by organisation's representative	No point of centact found regarding health (Volks)						90	No		
	A5.3 Does the organisation undertake actions aimed at informing athletes of the specific inclusions are automatically fulfilled when the criterio in 45.4 are fulfilled.	Organization's website; multi- annual policy plate; annual policy plate; policy equalations; annual report; additional evidence provided by organization's representative	No traces of RF activities almed at informing, Does INF take actions almed at informing handball players of the athleses with regards to the risks associated. Neeth risks associated with handball? with handball.	15. Participation of the HRT to Medicine Congress (e.g. Paris or Oldard) like: "International Congress Medicine of Handball" or "Conference on new sports medicine concept in Handball". Then Education is given to the doctors who work with the players.	indicator fulfilled.	No.	NA.		THE STATE OF THE S	ites		
	45.4 Does the organisation undertake actions laned at preventing or mispating the specific risk associated with the sport in question?	Organization's website; multi- annual policy plat; annual policy plate; policy equalitations; annual report; additional evidence professional egipaction's representatives	No traces of 8F activities aimed Once INF tale actions aimed are preventing or mitigating the health preventing/imagining the risks associated with hendball?	TES. Participation of the HFT to Medicine Congress (e.g. Paris or Quary (like: "International Congress Medicine of Heritabal" or "Conference on new sports medicine concept in Heritabal". Then Education is given to the doctors who work with the players.	indicator fulfilled.	NA.	NA.		Tes.	ries		
	45.5 Got the organisation conduct an analysis of the specific risk associated with the sport in specificin?	Organisation's website; multi- annual policy plate, annual policy plate, policy equationise, annual provided by organisation's representative	Has RFC conducted an analysis of the risks inherently related to handball?	TES. Participation of the HFT to Medicine Congress (e.g. Partic or Castral) like: "International Congress Medicine of Institution of "Conference on new yords medicine concept in Nandbalf". Then Education is given to the doctors who work with the players.	indicator fulfilled.	NA	NA		165	ries		
	45.6 Dot the organization carry out an levaluation of the impact of its relevant actions? Coes the organization have a written report that analyses the impact of the relevant actions? Mote: impact evaluations can either be published as part of the annual report or as a separate docu-	Organization's website; multi- muntal policy jales, annual policy ment. The policy plant annual policy report additional evidence provided by organization's representative	No written report available wherein the report of specific actions to analyzed evaluated (pages and freviewed. the health risks of housbad?	Pitter those Congresses, the leff has harden the rules of aggressiveness in Handball to avoid injuries.	Indicator not fulfilled.	NA	NA.		No.	No		
Principle 46 The organisation implements a policy on combating sexual harassment in sport.	46.1 Does the organization have a formal wiretten joility that coeffice objectives and at combating sexual harassement in sport? sportfic actions insert or combating sexual harassement in sport? Adder the specific objectives and actions may be a port of a wider policy. Adder the specific objectives and actions may be a port of a wider policy.	aimed Organisation's website; multi- manual policy plate; annual policy plate; policy plate; annual policy plate; policy equalitations; annual report; additional evidence provided by organisation's representative	The only direct mention to (sexual) brassment in HF documents to be found in the Code of Births, for formal policy from the Code of Births, formal policy found with specific/concrete objectives regarding combusing sexual harassment in handball.	VES. It is condemned by Article 5 of the Ethics Code.	Indicator not fulfilled. No clear (formal) policy, cultiling objectives and intended actions, regarding the combating of sexual haracument.	NA.	NA.		No.	No		
	46.2 Does the organisation have a code of conduct which outlines rules aimed at promoting the code of conduct which outlines rules aimed at promoting the physical integrity of athletes or do the organisation's statutes explicitly forbid sexual harassment in utilities? After the code of the organisation's statutes explicitly forbid sexual harassment in utilities?	Organization's statutes and left Code of Ethics (2016), Art V conduct	General prohibition on harassment in the Code of Bhics						706	rices		
	46.3 Does the organisation have a staff member less the organisation memtion on a webpage (easily retrievable in accordance with indicator 1.1), about 1.10 points a single person who is responsible for all matters pageding combaring sexual harassems range with accordance and responsible for all matters repeting combaring sexual harassems range with accordance with a sexual harassems range with a sexual harassems range with a sexual harassems ranged combaring sexual harassems ranged combaring sexual harassems ranged and harassems ranged combaring sexual harassems ranged reports of the contrad details of this person on a webpage (easily retrievable in accordance with indicator 1.1), liters annual report, or latest (multi-annual) policy plan?	annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence	No point of contact found regarding sexual harassment						100	No		
	46.4 Does the organization cooperate with other logisalizations (other than its member with control of the control of the control of the wigner control or regional federations) with with control of the control of the control of the port?	Organization's website; multi- amunal policy plate, annual policy plates annual policy report, additional evidence provided by organization's representative	No indications of the cooperating with other longerisations to combut sexual fraccionnent						No.	No		
	46.5 Does the organization promote the making of the profices or combating sexual sursoment among its member federations?	Organization's website, much stream planting plants ammal policy slare, policy evaluations; annual report, additional evidence provided by organization's representative	No indications of the promoting the auchtrage of their practices among its amenders. See that practices among its amenders.	NO but we nover had a case.	Indicator not fulfilled.	NA	NA		100	No		
	46.6 Does the organization undertake ofther ac- tions (not related to the exchange of best paractics or cooperation with other organizations) under a training awareness for sexual hursasment issues?	Organization's website multi- samual policy plant annual policy plant, policy evaluations; annual report; additional evidence provided by organization's representative	No trace of the Activity amend at raising awareness of sexual harasoment. Sex the mode any other concerted efforts to raise awareness of sex florosument in handbol?		Redicator not fulfilled.	NA.	hA.		30	No		
	147. Do the organisation's statutes and or internal regulations establish procedure which the man for processing complaints about unwanted beautal behaviour? On the organisation's statutes and or statutes about unwanted the seal behaviour? On the organisation's statutes and/or internal regulations establish procedures for processing com- plaints and the procedure of the procedure of the procedure which does not exclude these specific (i.e., where the procedure includes on enhancing that of procedure which the one about unwanted seasons are industrial test of procedure which the one about unwanted seasons or enhancing that of procedure which the one about unwanted seasons or enhancing that of procedure unwanted seasons about unwanted seasons or enhancing that of procedure unwanted test and documentations are procedure unwanted test and about unwanted seasons or procedure unwanted test and about unwanted seasons or procedure unwanted test about unwanted seasons or procedure unwanted test and the procedure unwanted test and t	sport? Internal regulations plaints comploints regulations							96	ries		
	Asia Does the procedure contain rules for ones the organisation base or plogs a code of conduct which outlines rules aimed at promoting the object of the comparisation is submitting complaints? On the organisation's stateles used or internal regulations establish procedures for processing comparisons of the comparisation's stateles used or internal regulations establish procedures for processing comparisons of the comparison of the compari	sport? internal regulations plaints							765	rtes		
	46.9 Does the procedure contain naise for investigating complaints? One the organisation howe or adopt a code of conduct which auditives naise aimed at premoting the physical integrity of athletes or do the organisation's standare explicitly foolds desural harassement in On the organisation's standare and or internal regulations establish procedures for processing complaints of standard services or internal regulations establish procedures for processing complaints of the control of the contr	Statutes (2018), Art 22	No information on the procedures to follow when investigating complaints.							No		
	44.10 Does the procedure contain rules for conflict glob grown who substited the complicate boat the outcome of the Complicate boat of Complicate boat the outcome of the Complicate boat the Complicate boat the Complicate boat the Complicate boat the Complicate	sport? Internal regulations	No meetine of the person who submitted the complaint being notified about the outcome of the investigation.						80	No		
	On the procedures contain clearly defined rules establishing how and when the person who submit complains about violations of these rules must be notified of the outcome of the investigation? 46.11 Does the procedure contain rules for the containing the containing of the investigation of the containing of the contai	o Organisation's statutes and IHF Ethics Code (2016), Art 4	"A member of the EC may sot be a member of any other body of the IEC."						100	rtes		
	to the organization's statutes and or internal regulations establish procedures for processing comptous violations of the relative of internal regulations establish procedures for processing comptous violations of the relative of the rela	of Organization's website; multi- annual policy plan; annual policy	No written report available wherein the impact of specific actions is send of an evaluation of its activities aimed combating impact of specific actions is	NO.	indicator root fulfilled.	NA.	NA.		90	No.		
Principle 47 The organisation implements an anti-decimal	Actions? Note: impact evolutions can either be published as port of the annual report or as a separate docu-	ment. Interpolations annual report address when the provided by organization's representative. amend Organization's website; multi- limit Anti-Ooping Regulations.	analysed (leval-varted) appraised (reviewed. Does IMF howe a policy shared at preventing, detecting, and combate	of TS. The HF has an Antidopong Unit and works with ITA (independent association from WADA) + On	indicator not fulfilled. No clear (formal) policy, cultiving abagichuse and interview				100	No.		
nie organisation imperients ar anti-outpung policy.	written policy that outlines objectives and of preventing, defecting, and combining dozing particles? description descr	annual policy plan, annual policy (2015) plan, policy evaluations; annual report; additional evidence provided by organisation's representative into its Organisation's statutes and our Statutes (2018), Art 7.2.	reportic concenter adjustments and actions simed at combating deping use chieving sold pools? The properties and actions sold and soldiering adjustment and actions solded at activities and goods?	were, the left sids the fusional victoring in garinatoris (NACI) of the hosting country to capacity with production courses - Doping control for Youth - Education on Website (Antidoping & Isaming)	actions, regarding the prevention and combating of doping practices.				796	ries		
	disciplinary rules to combat doping in conformity with the World Arti Coping Code? Code? 3.73 Pages the organization have a staff member. Pose the proposition mention on a webbase focusive entirelyable in a prompture with indicator IT III.	Internal regulations, disciplinary rules; additional evidence provided by organisation's representative representative solutions of the second second representative solutions of the second representative solutions of the second representative solutions of the second representative solutions of the second representative solutions representative representative solutions representative r							ntos.	ries		
	who formuly acts as a single point of contact and its proposable for all matters (contact and its proposable for all matters reparding combating doping in sport? Cost the originating doping in sport? Cost the originating doping in sport? Cost the origination provide the contact details of this person on a webgage (seally retrievable in accordance with indicator 1.1), bited annual report, or literal (multi-annual policy plan? 47.4 Does the origination undertake actions Notic these criterio are automatically hylified if the [interter] criterio or indicator 47.5 or hylified.	annuá policy plate; annuá policy plate; policy evalutions; panual report; additional evidence provided by organizatoris representative Organization's website; multi-	No traces of BP activity aimed at raising	See 47.5	induction fulfilled: See 47.5 fulfilled.	NA.	NA.		PRES.	ries		
	Jamed at raining awareness for anti-doping rules? 475 Does the organization undertake actions	annual policy plan, annual policy plan, policy evaluations; annual report; additional evidence provided by organisation's representative	Javaneses for anti-doping rules aimi-doping rules aimi-doping rules Die there extend to educating differer on the alongers of doping out P	TES. The IRF has an Actidizing Unit and works with ITA (Independent association from WADA) + On	indicator fulfilled.	NA	NA.		100	ries		
	amed an elucating atthletes on the dangers of doping use?	Organization's website; music Affect: Dopping Educational Affect: Dopping Educational Affect of Medical Report: additional evidence provided by the greatistor's report: additional evidence provided by the greatistor's report: additional evidence Affect of Medical Affects of Medical Affects of Medical Opping Regulations: (2015), Art 11	programs on the subject of auth-doping, Kowever, the programme in question is (1) organised by WADA, (2) aimed at coaches, If #F Anth-Doing Regulations provide no ee additional information as to the specific of #F 3 anth-Doing leads acclusional programmes.	went, the leff aids the National Antideping Organizations (NACO) of the hosting country to organize antideping education courses + Doping control for Youth + Education on Website (Antideping El learning)	1							

г	47.5 Does the organization implement formal	Does the organisation have a written procedure establishing the cooperation between the organisation	Organisation's statutes and INF Anti-Doning Regulation	«			I			I	Yes	los I
	procedures establishing its cooperation with the World Anti-Doping Agency?	(i.e., exchange of information) and the World Anti-Ooping Agency?	internal regulations, multi-annual (2015), Art 4.4.4, Art 5.4, Art policy plans; annual policy plans; Art 7.2.3 & 7.3.1 policy evaluations; annual report; additional evidence provided by organisation's representative	T.S.6.4,								
	47.7 Oct the organisation carry out an evaluation of the impact of its relevant actions?	Ones the organisation have a written report that analyses the impact of the relevant actions? Note: impact evaluations can either be published as port of the consult report or as a separate document,	Urganisation's wedcore, mini- annual policy plan, annual policy plane, policy evaluations; annual plane, policy evaluations; annual provided by organisation's representative	see a supposed or janually journey and general statistical report of its doping control activities. However, (1) no traces of said report were found, (2) it is undera whether this report evaluates IHF's activities, as undertaken to achieve its Caulist doping) objectives, or if it simply provides the reader with an overview of all doping cases.	was the carmed out an evaluation of its arth-doping activities?	The second seco	indicator funites.	TO.	sa.		Tes	NG.
Principle 43 The organization implements a policy on social inclusion through sport.	(written) policy that outlines objectives and	Does the organisation have a written policy that defines specific objectives and actions, specifically are at improving the social, cultural, educational or psychological circumstances of marginated enabler character communities g.e., excensionally disadvantaged groups, refugers, persons with disabilities, editing, ex.;) strongth sport?	annual policy plan: annual policy	No concrete mentions of (social) inclusion in IHF documents or on the IHF webtite; No formal policy outlining objectives and actions aimed at promoting social inclusion.	handball, also outlining objectives and actions aimed at achieving	ES more and more. The IHF is working on the inclusion of wheelchair handball for example.	Indicator not fulfilled. No clear (formal) policy, outlining objectives and intended actions, regarding the promotion of social inclusions.	NA	NA		No.	No.
	contact and is responsible for all matters regarding social inclusion through sport?	Does the organisation mention on a webpage (easily retrievable in accordance with indicator 1.11, in late anneal report or latest (mini-transal) policy plans a langile person who in responsible for all matters segreting scale lacksoid broady paper? Once the organisation provide the contact details of this person on a webpage (easily retrievable in accordance with indicator 1.11, latest annual report, or talest (multi-annual) policy plan?	t Organisation's website; multi- sanual policy plan; annual policy plan; policy valuation; annual report; additional evidence provide additional evidence provide additional evidence representative	No point of contact found regarding (social) inclusion.							No.	No.
	48.3 Does the organisation promote the exchange of best practices on social inclusion among its member federations?		Organisation's website; multi- annual policy plan; annual policy plan; policy valuation; annual report; additional evidence provided by egissisation's representative	No indications of IMF promoting the exchange of best practices among its members.	Does IRF promote the distribution of best practices among its member associations with regards to promoting social inclusion?	0.	ladicator not fulfilled.	NA.	NA.		No.	No.
	48.4 Does the organisation cooperate with other organisations (other than its member organisations or regional federations) with a view of improving the social, cultural, educational or psychological circumstances of marginalized and/or factured communities through sport?		Organisation's website; multi- annual policy plan; annual policy plan; policy valuation; annual report; additional evidence provided by organisation's representative	No indications of IHF cooperating with other organisations to promote social inclusion through the use of sports.							No	No.
	48.5 Does the organisation provide resources for disability disciplines?		Organisation's website; multi- annual policy plan; annual policy plan; policy valuation; annual report; additional evidence provided by organisation's representative	No traces found of resources provided for disability disciplines.							No.	No.
	48.6 Does the organisation undertake other actions aimed at improving the social, cultural, educational or psychological circumstances of marginalized and/or fractured communities through sport?		Organisation's website; multi- annual policy plan; annual policy plan; policy valuations; annual report; additional evidence provided by reginisation's representative	No traces of other actions aimed at promoting social inclusion through the use of sports.	Has Hell made any other concerted efforts to promote social inclusion in	io.	Indicator not fulfilled.	NA.	94.		No	No.
	evaluation of the impact of its relevant	Does the organisation have a written report that analyses the impact of the relevant actions? Notice: impact evaluations can either be published as port of the annual report or as a separate document.	Organization's website; multi- annual policy plan; annual policy plan; policy estuation; annual report; additional evidence provided by organization's representative	No written report available wherein the impact of specific actions is analysed/evaluated/appraised/reviewed.	Nes INF carried aud an evaluation of its actions aimed at promoting 's social inclusion?	55, this work in progress.	indicator not fulfitted (bucks evidence).	NA.	SIA.		No	
Principle 49 The organisation implements a policy combating discrimination in sport.	specific actions aimed at combating	Does the organisation have a written policy that defines specific objectives and actions, specifically aimed at combuding discrimination in sport? Notice: the specific objectives and actions may be a part of a wider policy.	Organization's website; multi- annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organization's representative.	HF General, short mentions of discrimination. No formal policy outlining objectives and actions aimed at combating discrimination.	Does lief have a policy almost at combating discrimination in handball, also auditing objectives and actions almost at achieving sold goal?	ES. Article 4 IMF Statutes.	Indicator not fulfilled. No clear (formal) policy, cutlining objectives and intended actions, reparting the combating of discrimination in handball.	NA	St.		No.	No.
	Does the organisation have a code of conduct which outlines rules aimed at combating discrimination in sport?	Obes the organisation have or adopt a code of conduct which outlines rules armed at combating discrimination in sport or do the organisation's statutes explicitly forbid discrimination in sport?	Organisation's statutes, internal regulations, code of conduct Code of Ethics (2016), Art V	HF General prohibition on discrimination in Code of Ethics and Statutes							Yes	NG CONTRACTOR OF THE CONTRACTO
	49.3 Does the organisation have a staff member who formally acts as a single point of context and is responsible for all matters regarding discrimination in sport?	One to expendition rendition on a whipage (such) estimated in accordance with indicator 1.1, in talk manual report or bitset (multi-annual) policy plans usingle person who is responsible for all matters regarding discrimination in sport? Does the organization provide the contact defaults of this person on a websige (easily retrievable in accordance with findition 1.1), litters annual report, or latest (multi-annual policy plans)	ti. Organication's website; multi- namual policy plan; annual policy plan; policy evaluation; annual report; additional evidence provided by organization's representative	No point of contact found regarding discrimination.							No	No.
_	49.4 Does the organisation cooperate with other organisations (other than its member organisations or regional federations) with a view of combining discrimination in sport?		Organization's website multi- munual policy plan; annual policy plan; golicy evaluations; annual report; additional evidence provided by organization's representative	No indications of IHF cooperating with other organisations to combat discrimination.							No.	No.
_	49.5 Does the organisation undertake actions aimed at raising awareness for discrimination issues?	Note that the aims pursued by the actions must be raining enverses; for discrimination issues. Actions we consequently considered that the may have on indirect effect on raining awareness for discrimination issues do not produce the second of the enversion of the indicator.	th Organisation's website; multi- samual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organisation's representative	No traces of IHF activity aimed at raising awareness of discrimination.	Has Hif made any other concerted efforts to raise awareness of a discrimination in handbull?	ia.	indicator not fulfilled.	NA	NA.		No.	NO CONTRACTOR OF THE PROPERTY
		Does the organisation have or adopt a code of conduct which outlines rules aimed at combating discrimination in sport or do the organisation's statutes explicitly forbid discrimination in sport? Do the organisation's statutes and of internal regulations establish procedures for processing complaint about visibilities of them rules?		4							Yes	No.
		(i.e. when the procedure includers on enhaustive list of possible complaints that does not include complaint bodoes discrimination), this general procedure qualifies on a procedure within the meaning of this indicate continues the procedure of the procedure of the procedure within the meaning of this indicate ones the origination have or adopt a code of conduct which outlines rules aimed at combating discrimination is upport?	155 1	4							Yes	res
	49.8 Does the procedure contain rules for investigating complaints?	On the organization's statutes and of or internal regulations establish procedures for processing complaint should violations of their neiter? On the procedures costain clearly defined rules establishing how and where complaints must be submit about violations of these rules? One the organization has not adopt a code of conduct which outlines rules aimed at combating discrimination in sport? One of the organization in sport? One or organization's statutes and or internal regulations establish procedures for processing complaint	Organisation's statutes and IHF Ethics Code (2016), Art Internal regulations Legal Provisions, Art 6; IHF Statutes (2018) 47:27	4; IHF No information on the procedures to follow when investigating complaints.							No.	No.
	49.9 Does the concedure contain clearly defined	subout violations of these nuter? On the perconduce continuously defined rules establishing how and by whom complaints about violations of these nutes must be investigated? Does the organization how or adopt a code of conduct which outlines rules sines all combating	Organisation's statutes and lioternal regulations	No mention of the person who submitted the complaint being notified about the outcome of the investigation.							No.	No.
-		descrimation in spor? Do the organisation's statutes and/ or internal regulations establish procedures for processing complaint about violations of the new lear? Do the procedures contain clearly defined rules establishing how and when the person who submitted a complaint about violations of these rules must be notified of the outcome of the investigation?		A member of the EC may not be a member of any other body of the IHE."							Yes	Tres -
7		Does the organization have or adopt a code of conduct which outlines rules aimed at combating discrimination is port? Do the organization's statutes and/ or internal regulations establish procedures for processing complaint about visibilities of these rules? On the procedure control carriery defined rules establishing how and when a case about visibilities of these rules must be submitted to an independent or external triviation of these rules must be submitted to be independent or external triviation.	Organisation's website; multi-	No written report available wherein the	Ness INF carried out an evaluation of its activities aimed at combating	i0.	ladicator not fulfilled.	NA.	na.		No.	No.
Principle 50	evaluation of the impact of its relevant actions?	Note: impact evaluations can either be published as part of the annual report or as a separate document.	provided by organisation's representative	analysed/evaluated/appraised/reviewed.	discrimination in handbell?							
The organisation implements a policy to promote gender equality in sport.	(written) policy that outlines objectives and specific actions aimed at promoting gender equality in sport?	Does the organization have a written policy that de fines specific objectives and actions, specifically aims of promiding gender early in specif ? Note: the specific objectives and actions may be a part of a wider policy.	plan; policy evaluations; annual 12.8 report; additional evidence provided by organisation's representative	website; No formal policy found with specific/concrete objectives and intended actions regarding the promotion of gender equality.			Indicator not fulfilled. No class (formal) policy, outlining objectives and intended actions, regarding the promotion of gender equality in handball.	NA.	na.		No	No.
	50.2 Does the organisation raise awareness via educational materials for all decision makers on the importance of having a diverse representation on decision-making organs throughout the sport?		Organizator's website; multi- annual policy plan; policy plan; policy epiluations; annual policy policy epiluations; annual report; additional evidence provided by organization's representative	benefits of/need for) diversity.	Has life make any other concerned efforts to raise awareness of the importance of having a diverse representation on decision-making organs?		indicator fulfilled.	NA.	NA.		Yes	Pres
	50.3 Does the organisation undertake actions almed at supporting (future) leaders of both seas: through either formal training or informal arrangements (e.g., mentoring system)?		Organizator's website; multi- namual picky palar annual policy plan; policy evaluations; annual report; additional evidence provided by reginatation's representative	programmes aimed at both genders.	risss. Net made efforts to provide some kind of leadership training to individuals of both seves?	TS, with the Former player' project expecually which allow players, coaches, reference to talk courses in anadorahips	and distribution					
	contact and is responsible for all matters regarding gender equality issues?	Does the organization mention on a wildinge leasily retrievable in accordance with indicator \$1,3,3 late annual report of takes full annual policy plans single person who is responsible for all matters regarding gender equality issues? Once the organization provide the contact details of this person on a webspage (easily retrievable in accordance with indicator 1.1), littlers annual report, or benef (most annual) proky plant?	plan; policy evaluations; annual report; additional evidence provided by organisation's representative	No point of contact found regarding gender equality.							PRO	
	50.5 Does the organisation copporate with other organisations (other than its number organisations or regional federations) with a view of promoting gender equality in sport?		Oppositation's website; multi- namual policy plan; annual policy plan; policy evaluations; annual report; diditional evidence provided by reginisation's representative	No indications of IMF cooperating with other organisations to promote gender equality.								
	50.6 Dot the organisation carry out an evaluation of the impact of its relevant actions?	Ones the organization have a written report that analyses the impact of the relevant actions? Note: impact evaluations can either be published as port of the onnual report or as a segorate document.	Organizator's website; multi- namual policy plana multi- policy plan; policy evaluations; zamual report; additional evidence provided by organization's representative	No written report available wherein the impact of specific actions is analysed/evaluated/appraised/reviewed.	ries lift carried out an evaluation of its activities aimed at promoting gender equality in handball?	To Survey set to some Nutrousl' Pederation to brow the women's situation in handball, in their southy.	manuface retirement port (3 Closing evidence).	-			one.	
Principle S1 The organisation implements a policy to combat match-fixing.			Organization's website; multi- annual policy plan; annual policy plan; policy voluntom; annual report; additional evidence provided by organization's representative	No formal policy found with specific/concrete objectives and intended actions regarding match fixing.	Does HF have a policy aimed at combating match fishing, also outlining edjectives and actions aimed at activeling said gool?	ES. Article 7.3 of HF Standes and Article 22 of the Regulations concerning Penalties and Fines + verticipation to conferences like with INTERFCK, on the trajec.	Indicator not fulfilled. No clear (formal) policy, outlining objectives and intended actions, regarding the combating of match-fixing.	NA	NA .		No	No.
	who formally acts as a single point of contact and is responsible for all matters regarding match-fixing issues?	Does the organization mention on a webpage (easily retrievable in accordance with indicator 1.11, in late amount report of state; final-amount policy plans a single person who is responsible for all matters seprenting multi-finality present produces the state of the person of a webpage (easily retrievable in accordance with indicator 1.11, latest amount report, or latest (multi-amount) policy plan?	annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organisation's representative	No point of contact found regarding match fixing.							No	No.
		Noor: these o'teria are automatically leftled if the fatriceri criteria in SLA, SLS, SLS, or SL7 ore field	rules	See 51.4, 51.5, 51.6, 51.7							Yes	Proc.
	any member of the organisation from placing a bet related to youth leagues and a competition or match that he/she may (in)directly influence?	Note: "members of the phderestor" include, amongst others, trainers, coaches, athletes, and referees. The not include stuff members of the organization unless they have (inflinest influence on competition / multi-	hes internal regulations; disciplinary Penalties and Fines (2017), [20 Appendix (10)mpic Move Code on the Prevention of Manipulation of Competitio Art 1.4 & Art 2.1	Article levents, also applicable to athletes. [E], ment the ons],							Yes	Prec .
	51.5 Do these rules include provisions banning any member of the federation from spreading confidential information which may reasonably be expected to be used in the framework of a bet?		Organization's statutes and internal regulations; disciplinary (also plants) Appendix 1 (Opingsi Moses rules Appendix 1 (Appendix Rules Appendix 1 (Appen	ment the							Yes	Pes .
L												

ſ	51.6 Do these rules include provisions stablishing the obligation for every	Organisation's statutes and internal regulations, disciplinary Appendix 1 (Olympic Movement rules			I			Tes .	Yes	
	extablishing the obligation for every needed or the property of the control of the control of the property of the control of t	rules Code on the Prevention of the Manipulation of Competitions), Art 1.4 & Art 2.5.1								
	53.2 distribution for the control of	Organisation's statutes and HF Code of Ethics (2016), internal regulations, disciplinary Appendix 1 (Olympic Movement rules Code on the Prevention of the Manipulation of Competitions), Art 3						es.	YES	
_	53.0 does the organization undertake actions inned at generating the exchange of best practices on combatting match fishing?		his indications of left promoting the subsinger of best practices among its associations with reports its combining match flowing? associations with reports its combining match flowing?	deePTS, the Ref works with RES (Integrity Betting Intelligence System) and IOC.	Indicator fulfilled.	NA	NA.	No.	Yes	
	53.9 Ones the organization undertake actions to Staffactive ethers therein, premising years with the country of the country of the country of shalless, country, reference, standard, and clube about not seeking to match finally?		No mentions of leff activities (training, wearholders). James at education of leff activities (training, wearholders,	WS, see above.	Indicator fulfilled.	NA.	NA.	THE	Yes	
7	55.10 Did the organization carry out an application of the innact of its relevant actions? evaluation of the innact of its relevant.	provided by organisation's representative Organisation's website; multi- annual policy plan; annual policy	No written report installation wherein the impact of operative cross in anything operation for profile actions in anything objects and anything objects and anything objects and anything objects and anything objects and anything objects are also anything objects and anything objects and anything objects and anything objects and anything objects and anything objects anything objects and anything objects and anything objects anything objects anything objects and anything objects anything objects and anything objects anything objects and anything objects anything objects anything objects and anything objects anything objects anything objects and anything objects and anything objects and anything objects anything objects anything objects and anything objects anything objects and anything object	ing NO.	indicator not fulfilled.	NA	NA.	No.	No	
Principle S2		report; additional evidence provided by organisation's representative	banaly end fewal united fappers and few olevened.							
The organization implements a policy for the promotion of environmental sustainability.	52.1 Does the opposition have a formal month of the proposition has a written play, that daffice specific depictions and actions, specifically, method positions of the proposition of t	aimed Organisation's website; multi- nanial policy pita, nonail policy pita, policy evaluations; annual report; additional evidence provided by organisation's representative	No mentions of environmental voluntiability floreshion in lief discussed but a large state of the state of	YES, the left encourages bed counties for events to make efforts regarding environment especially when it comes to recycling and in beach handbalf (more senditive because of the beach environment).	Indicator not fulfilled: No clear (formal) policy, outleing objectives and intended actions, regarding the promotion of environmental sustainability.	NA	NA.	No.	No	
	3.2. One the organization have a staff member who formuly acts as a single point of context and is repossible for all nuttices context and is repossible for all nuttices reparting providing environmental assembliny? The provided provided in the provided of the provided in accordance with indicated a fail of this person on a webgage (pash) retrievable in assembliny? The provided in the provided	annual policy plan; annual policy plan; policy evaluations; annual report: additional evidence	to point of contact found regarding windownered sustainability					To the state of th	No	
	5.3.3 Does the organization incorporate the use of a revincemental management system (1902 2021) or ambiguity in the hosting agreement for its major events?	Organisation's website; multi- annual policy plats; annual policy plate; policy exhaustering; annual exhaustering; annual exhaustering; annual exhaustering; annual exhaustering; organisation's representative	See 52.1, No mentions of ISO (let alone 20121), BMAS (or BMS/TDMS for that sensitionmental management system (e.g., 607) sensitive)	of No.	Indicator not fulfilled.	NA	ма	No.	No	
_	52.A base the experience formuly tale informative transportation formula transport	ed, Bid rules; additional evidence provided by organisation's World Championships: representative Bid/page(light.mt; IHF Bid and Event Manual for World Championships: http://www.lhi.finfo/upload/New Bid/page(light.mt; IHF		No.	indicator not fulfilled.	NA	NA.	No	No	
	core are destinated. Are enhancement and continued are environmental continued are environmental continued are environmental continued are environmental continued by deposition of the continued are environmental continued by the continued are environmental continued by the continued are environmental continu	(2018)	sustainability does not concern the emiscionnest. No readings of the emiscionnest in the Regulations for the Competition. See 3.1. No information available on the contents of hot agreement. So environmental auditoriability?	deNo.	indicator not fulfilled.	NA.	NA.	No.	No	
		Bid rules; organisation's website;	See 51.1, No traces of life providing guidance [Does life provide hosts with oblice on environmental austrainability on losts	77 NO.	Indicator not fulfilled.	NA.	NA.	No.	No.	
	32.6 Does the organization provide godance for gloss the organization publish a document in which it explains how event hosts can promote (environmental sustainability?) environmental sustainability?	additional evidence provided by organization's representative								
	S2.2 Does the organization unfertisks actions since at grounding the exchange of best practices on environmental sustainability among its member federations?	plan: policy evaluations; annual report; additional evidence provided by organization's representative	sex 5.1 for trace of the grounding the basis of grounds the distribution of first practice among its new enhance of that practice with regards to environmental sustainability.	del0.	vedicator not fulfilled.	NA .	NA.		No	
	12.3 Once the organization undertask other actions in our instanct of the processing	Organization's website, multi- sonial policy plant annual policy plant policy evaluations; annual report; additional evidence provided by organization's representative	les 61.1 his trace of other left actions lamed at promoting environmental nuclashability of the fundability of the fundabilit	NO.	Indicator not fulfilled.	NA	NA.	No	No	
	32.2 Does the organization cooperate with other organizations (other than its member organizations organizations organizations organizations organizations organizations organizations organizations organizations organizations with a view of promoting the environmental sustainability of sporting artivities?	Organization's website; multi- annual policy plate; annual policy plate; policy evaluations; annual report; additional evidence provided by organization's representative	See 52.1, the traces of the cooperation with other organizations in the context of environmental protection/sustanability					No	No	
	52.30 of the organization carry out as evaluation of the impact of its relevant actions? Socialization of the impact of its relevant actions? More: impact evaluations can either the published as part of the one-undergrand or as a separate discuss.	Organization's website; multi- amous policy plate; annous policy plate; policy plate; annous policy ment. plate; policy policy plate; plate; policy provided by organization's representative	No written regard available wherein the impact of operfix actions is analyzed featured for all activities aimed at promoti enable production of the activities aimed at promotion enable production	ng MC.	indicator not fulfilled.	NA.	NA.	•	No	
Principle 53 The organization implements a policy on promoting the dual cureer of atthetes.	\$3.1 Does the organization have a formal learning palety that defines operfice objectives and actions, specifically with a college objective and actions, specifically with a college objective and actions, specifically with a college objective and actions on work? Askution or work is a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a very learning career with selectation or work. Askution or work is a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie, Relevant activates could pre- stand to a college objective and actions may be a port of a water partie. The activates activates could pre- stand to a college objective and actions may be a port of a water partie. The activates activates activates could pre- stand to a college objective and actions may be a port of a water partie. The activates activates activate activates activat	pran; poncy evaluations; annual ertoin to report; additional evidence	Sometices of deal careers in HE locations with the log website, or of sometimes are the log website, or of sometimes are logarized and the sometimes are a balance between opens and sometimes are consistent and sometimes are consistent and sometimes are consistent and sometimes are consistent and sometimes and sometimes someti	WO.	Indicator not fulfilled.	NA .	NA.	No	No	
	53.2 Does the organisation have a staff member who formuly act as a single point of contact and is reprosible for all matters contact and is reprosible for all matters reparting dual career? Goes the organisation member on a webgage (leasily retrievable in accordance with indicator 1.1), and in a single person who is responsible for all matters reparting dual career? Goes the organisation provide the contact details of this person on a webgage (leasily retrievable in	n latest Organisation's website; multi- annual policy plan, annual policy plan, policy evaluations; annual report; additional evidence provided by organisation's	No point of contact found regarding dual careers					No.	No	
	accordance with indicator 1.1), latest annual report, or latest (multi-annual) policy plan? 5.3.3 Does the organization undertake actions amend any promoting the exchange of best practices on hal careers with its member federations?	representative Organization's website, multi- strong policy plan; among policy plan; policy plan; pomog policy plan; policy evaluations; annual report; additional evidence provided by organization's	See SSLI to traces of leff actions aimed at promoting the exchange of best practices promoting the exchange of best practices parting careers with reducation or other work?	elektrici.	redicator not fulfilled.	NA .	NA.	TO	No	
	53.4 Does the organization undertake other actions (poly related to the enchange of best programment of the continue of the co	plan; policy evaluations; annual report; additional evidence provided by organisation's	See \$11. No traces of other lef actions since of promoting the inclusion of dual cases are as a consequence in the activities of its member associations to dual cases as a consequent in the activities of its member associations.	NO.	Indicator not fulfilled.	NA	NA.	*	No	
	that citeder's in the activities of its memory independent of the international following the international following the internation cooperate with other organizations (other than its member organizations) regional feleration (with a leve of helping eithers combine their sporting screen with decisions in world?	representative Organisation's website; multi- serous policy plate; among policy splat; polity qualitation; annual report; additional evidence provided by organisation's	See \$3.1 the shares of the cooperating with their organizations in ordint to help shiften containe the cramers a shiften with their inductions or work					No.	No	
	53.6 Oid the organisation carry out an evaluation of the impact of its relevant actions? Mode: impact on the impact of its relevant actions? Mode: impact evaluations can either the published as part of the ensural report or as a separate discuss.	representative Organisation's website; multi- annual colicy clan: annual colicy	No written report available wherein the impact of specific actions is series pedifications in the dual careers of athletes? The dual careers of athletes?	ng NO.	Indicator not fulfilled.	NA	NA.	No.	Mo	
Principle 54 The organisation implements a policy on promoting sport for all.	54.1 Does the organization have a formal of the organization have a written policy that defines specific objectives and actions, specifically written policy that cutiless objectives and ar promoting sport for all?	representative Organization's website; multi- annual policy plan; annual policy also representations annual	No metrions of masufrecruational events. Does HP have a polity aimed at promoting gord for all i.e., recreational, most sparting events, also auditing department and international polity recipied per large in a large consensed at activing said goar?	MS. Through sveral programs: Beach Handball, IHF Trophy, Handball at \$5004, Emerging Nations Tournament, Women Handball Working Group, Development Ad Project.	Indicator not fulfilled. No clear (formal) policy, auditining objectives and intended actions, regarding the promotion of good for all.	NA	NA.	No.	No	
	special acutors amone an promoting system. The self? The self is a series an promoting system and the production of the self is a self in the self i	part, posty evaluations, amuse noi sport report additional evidence etc.]. representative	Information-policy regarding RPS rate in jaconstrate recent poorts No point of contact found regarding the promotion of handball as recreational uports					No.	No.	
	So a close for dynamic and in many as a minimum who formularly as a supplement of the second of the	report; additional evidence provided by organisation's representative								
	5.43 Once the argumentation understate actions amount at promoting sport for all?	Organisation's website; multi- munial policy pate, annual policy plan, policy evaluations; annual plan, policy evaluations; annual provided by organisation's appresentative	see E.R. to trace of the actions aimed at parametring upon to all fine after actions aimed at promoting upon to rail. For all?	See allowe, Geor S4-13	indicator fulfilled.	NA	NA.	100	Yes	
	5-4. Does the organization undertake other actions (not related to the exchange of host practices or cooperation with other organizations) aimed at promoting and supporting soon for the activities of bit sumber federations?	Organization's website; multi- sonual policy glan; annual policy plan; policy evaluations; annual report; additional evidence strucked by organization's representative	See SAL to brace of other leff actions. Soos leff promote the distribution of best practices among its new simed at promoting upon for all in the activities of its member associations.	the the documents regarding those programs where presented to Ciragress.	indicator fulfilled.	NA	NA	NS.	Yes	
	54.5 Does the organisation cooperate with other organisations (other than its member organisations or regional federation) with a view of promoting poor for all?	Organisation's website; multi- annual policy plate; annual policy plate; policy evaluations; annual report; addictional evidence provided by organisation's representable;	see 54.1, to traces of the cooperating with other organisations in order to promote sport for all					No.	Mo	
	54.6 Oil the organisation carry out an evaluation of the impact of lits relevant actions? Ooes the organisation have a written report that analyses the impact of the relevant actions? Adder: impact evaluations can either be published as part of the onused report or as segarate document or a sega	Organisation's website; multi- annual policy plate; annual policy plate; policy evaluations; annual report; additional evidence provided by organisation's representative	See S4.1 to written report available where the report available wherein the invept of production control is sufficient and promotion of the activities aimed at promotion and production are also activities are also	eg NO.	ladicator and fulfilled.	NA.	NA.	No.	No	
Principle 55 The organisation ensures the fair treatment of professional athletes.	55.1 Does the organisation implement the use of Does the organisation have a document establishing minimum requirements for standard atflete atfletes context? Standard Context (Context)	Organisation's website; additional IMF Player Eligibility Code (2017), evidence provided by Art 12, IMF Regulations for organisation's representative (2017), pp. 22.30	. *Contract() between the player and the club					Trus:	Yes	
	55.2 Dis these minimum requirements include a Mandation on minimum waget?	Standard athlete contract; collective bargaining agreement	No minimum wages set in RHT regulations.					No.	No	
	55.3 Do these minimum requirements include a	Standard athlete contract;	No metion of standards for internal					No.	No.	
	standed on items (deciginary nets with standard on items (deciginary nets with standard on items (deciginary nets with standard on items (decisinary goodwire?)	collective bargaining agreement	disciplinary rules.							
	55.4 Do these minimum requirements include a standard on the process for the reculation of dispates not covered by the contract?	Standard athlete contract; collective bargaining agreement 112 112	No mention of standards for dispute recolution.					Pio.	No	
L			1		1	1	1	1	<u> </u>	

Ī	55.5 Does the organisation undertake actions aimed at promoting social dialogue		Standard athlete contract; collective bargaining agreement	No mentions of IHF working to promote not social dialogue between athletes and clubs	Does IHF make efforts to promote social dialogue handball players and clubs?	YES. Clubs are now among the IHF Stakeholders and there is an agreement between the IHF and Forum Club Handball.	Indicator fulfilled.	NA	NA .		Yes	 Yes
	aimed at promoting social dialogue (between athletes and clubs)?		Contract of Salining agreement	ACCESS OF THE PROPERTY OF THE	Salah Pangala	Cod Hernauen.						
Principle 56												
The organisation implements a policy for the promotion and safeguarding of human rights.	56.1 Does the organisation have a formal (written) policy that outlines objectives and	Does the organisation have a written policy that defines specific objectives and actions, specifically aimed at promoting and safeguarding human rights?	Organisation's website; multi- annual policy plan; annual policy	No mentions of human rights in IHF cy documents/on the IHF website; No formal	Does IHF have a policy aimed at at promoting and safeguarding human rights, also outlining objectives and actions aimed at	YES. Protection of minor for example in the Regulations for Transfers between Federations.	Indicator not fulfilled: No clear (formal) policy, outlining objectives and intended actions, regarding the promotion and safeguarding of human rights.	NA	NA		No	No .
	specific actions aimed at promoting and safeguarding human rights?		plan; policy evaluations; annual report; additional evidence provided by organisation's	policy found with specific/concrete objectives and intended actions regarding the protection of human rights	achieving said goal?							
			representative	the protection of numan rights								
	56.2 Does the organisation have a staff member who formally acts as a single point of	Does the organisation mention on a webpage (easily retrievable in accordance with indicator 1.1), in lates annual report or latest (multi-annual) policy plan a single person who is re-sponsible for human rights	t Organisation's website; multi- annual policy plan; annual policy	No point of contact found regarding (the cy protection of) human rights							No	No.
	contact and is responsible for human rights issues?	annual report or latest (multi-annual) policy plan a single person who is re-sponsible for human rights Issues?	plan; policy evaluations; annual report; additional evidence									
		Does the organisation provide the contact details of this person on a webpage (easily retrievable in accordance with indicator 1.1), latest annual report, or latest (multi-annual) policy plan?	provided by organisation's representative									
	56.3 Does the organisation undertake actions		Organisation's website; multi- annual policy plan; annual policy plan; policy evaluations; annual	See 56.1; No traces of IHF actions aimed at	Does IHF promote the distribution of best practices among its membe	YES, case to case.	Indicator fulfilled (but lacks evidence).	NA NA	NA .		Yes	Yes
	aimed at promoting and safeguarding human rights?		plan; policy evaluations; annual report; additional evidence	cy promoting and protecting numan rights al	associations with regards to human rights?							
			provided by organisation's representative									
			representative									
	56.4 Does the organisation undertake other		Organisation's website; multi-	See 56.1; No traces of other IHF actions	Has IHF made any other concerted efforts to promote (the	NO.	Indicator not fulfilled.	NA	NA NA		No	No
	actions (not related to the exchange of best practices or cooperation with other		annual policy plan; annual policy plan; policy evaluations; annual	cy aimed at promoting and protecting human rights in the activities of its member	safeguarding of) human rights among its member associations?							
	organisations) aimed at promoting and safeguarding human rights in the activities		report; additional evidence provided by organisation's	associations								
	of its member federations?		representative									
	TOT Describe secretarion and alternative		Ones in the contract of the co	See 56.1; No traces of IHF cooperating with								
	Does the organisation cooperate with other organisations (other than its member organisations or regional federations) with a view of promoting and safeguarding human rights?		Organisation's website; multi- annual policy plan; annual policy plan; policy evaluations; annual report; additional evidence provided by organisation's	cy other organizations in order to promote and protect human rights							NO.	NO .
	a view of promoting and safeguarding human rights?		report; additional evidence provided by organisation's									
			representative									
	56.6 Does the organisation formally take human rights criteria into account when evaluating		Bid rules; additional evidence provided by organisation's	No information available on the criteria used to evaluate host bids.	Does IHF formally take into consideration human rights-related criteria when evaluating bids to hast its major events?	NO.	Indicator not fulfilled.	NA NA	NA		No	No .
	bids to host its major events?	Do the organisation's bid procedure establish that bidding dossiers are reviewed, evaluated and scores ar assigned on the basis of pre-established and objective criteria?	e representative									
		Do the organisation's statutes and/or internal regulations establish that only bids achieving a minimum score are shortlisted?										
	56.7 Does the organisation incorporate specific human rights requirements in the host agreement of its major events?	Are human rights criteria among the criteria used for evaluation? Note: "specific" implies that requirements go beyond a general requirement to take into account human rig	ht Host agreement; bid rules; additional evidence provided by	No information available on the contents of host agreements.	Do the host agreements of IHF's major events include requirements linked to human rights?	NO.	Indicator not fulfilled.	NA	NA		No	No
	agreement of its major events?		organisation's representative									
	56.8 Does the organisation provide guidance for (notential) hosts on human rights issues?	Does the organisation publish a document in which it explains how event hosts can mitigate human rights risks?	Organisation's website; addition	onal See 56.1; No traces of IHF providing guidance on human rights to hosts	Does IHF provide hasts with advice on human rights?	NO.	Indicator not fulfilled.	NA NA	NA NA		No	No
			organisation's representative									
	56.9 Did the organisation carry out an	Does the organisation have a written report that analyses the impact of the relevant actions?	Organisation's website; multi-	No written report available wherein the	Has IHF carried out an evaluation of its activities aimed at the	NO.	Indicator not fulfilled.	NA .	NA NA		No	No No
	evaluation of the impact of its relevant actions?	Note: impact evaluations can either be published as part of the annual report or as a separate document.	annual policy plan; annual policy plan; policy evaluations; annual	cy impact of specific actions is analysed/evaluated/appraised/reviewed.	promotion and protection of human rights?							
			provided by organisation's representative									
Principle 57												
The organisation requires entities that receive funding to implement anti-corruption controls.	57.1 Do the organisation's statutes and/or internal regulations and/or formal policies		Statutes; internal regulations	IHF Code of Ethics (2016), Art V; IHF Code of Ethics (2016), Appendix 1 (Olympic Movement prohibitions on corrupt conduct; No mention	Does IHF have rules governing whether entities receiving funding nee to have anti-corruption controls in place?	NO.	Indicator not fulfilled.	NA	NA		No	No No
	require the organisation to determine whether any entity receiving funding has in place anti-corruption controls which manage corruption risks?			Appendix 1 (Olympic Movement Code on the Prevention of the of member associations being required to								
	place anti-corruption controls which manage corruption risks?			Code on the Prevention of the Manipulation of Competitions), Art 2.3; IHF Statutes (2018), Art order to receive funding).								
				7-3; IHF Regulations Concerning Penalties and Fines (2017), Article								
	57.2 Do the organisation's statutes and/or internal regulations and/or formal noticies	Do the organisation's statutes and/or internal regulations and/or formal policies require the organisation to determine whether any entity receiving funding has in place anti-corruption controls which manage corruption risks?	Statutes; internal regulations	See 57.1	Does IHF have rules governing whether entities receiving funding nee to implement anti-corruption controls related to the project they	NO.	Indicator not fulfilled.	NA	NA .		No	No .
	establish that the organisation requires any entity receiving funding to implement anti-	Concuption risks? Do the organisation's statutes and/or internal regulations and/or formal policies establish that the			receive funding for?							
	corruption controls related to the relevant transaction or project?	Do the organisation's statutes and/or internal regulations and/or formal policies establish that the organisation requires any entity receiving funding to implement anti-corruption controls related to the relevant transaction or project?										
		nelevant transaction or project?										
	57.3 Do the organisation's statutes and/or	Do the organisation's statutes and/or internal regulations and/or formal policies require the organisation	Statutes; internal regulations	See 57.1	Does IHF have rules which block (funding) transactions from	NO.	Indicator not fulfilled.	NA NA	NA .		No	No .
	internal regulations and/or formal policies establish that the transaction cannot go	to determine whether an entity receiving funding has in place anti-corruption controls which manage corruption risks?			proceeding as long as the receiving entity (1) does not have anti- carruption controls in place and (2) refuses to implement said							
	ahead in case adequate anti-corruption controls are not in place and the receiving entity refuses to implement these?	Does the organisation's statutes and/or internal regulations and/or formal policies establish that the organisation requires the entity to implement anti-corruption controls related to the relevant transaction			LONDOS.F							
	Trender to impaint the service	or project?										
		Does the organisation's statutes and/or internal regulations and/or formal policies establish that the transaction cannot go ahead in case adequate anti-corruption controls are not in place and the receiving										
		entity refuses to implement these?										
				•								