



1. INTRODUCTION & PURPOSE

The Badminton World Federation (“**BWF**”) is committed to protecting the sport of badminton against threats to its integrity, whether they take the form of corruption, match manipulation, doping or other unethical behaviours.

The BWF recognises that the badminton community plays a central role in fighting these threats. Through information provided by individuals who have witnessed potential wrongdoing – whistleblowers – the BWF is able to effectively focus its resources on identifying and rooting out wrongdoing.

This Whistleblower Policy (“**Policy**”) describes how information concerning potential breaches of the BWF Statutes may be transmitted to the BWF, and how such information will be handled by the BWF.

2. WHO CAN MAKE REPORTS TO THE BWF?

Anyone who has become aware or who has reason to suspect any activity, behaviour or circumstance that may indicate a breach of the BWF Statutes should make a report to the BWF through the BWF’s reporting channels. Doing so, this person becomes a “**Whistleblower**”. The person about whom the report is made is referred to below as the “**Respondent**”.

The Whistleblower may provide contact information to allow the BWF to seek additional information. Reports can also be made anonymously, but this may not allow the BWF to thoroughly investigate the information provided.

3. IS IT MANDATORY TO REPORT WRONGDOING?

While it is generally not mandatory to report breaches of the BWF Statutes, Whistleblowers contribute to keeping badminton and the administration of the sport clean. For this reason, reporting is strongly encouraged.

However, persons who are considered as “Participants” under the Code on the Prevention of the Manipulation of Competitions (BWF Statutes, Section 2.4) do have the obligation to report approaches and invitations at the first available opportunity.

4. WHAT TYPE OF INFORMATION CAN BE REPORTED TO THE BWF?

Any information related to a conduct or omission which may constitute a breach of the BWF Statutes can be reported to the BWF.

Particularly, information related to the following categories can be reported:

4.1. **Anti-Doping**

Information related to potential breaches of the BWF Anti-Doping Regulations (BWF Statutes, Section 2.3), including:

- 4.1.1. Use of a prohibited substance or prohibited method
- 4.1.2. Evading or tampering with doping control
- 4.1.3. Possession, trafficking or administration of a prohibited substance or prohibited method
- 4.1.4. Prohibited association with banned individuals
- 4.1.5. Complicity with any of the above

4.2. **Match manipulation**

Information related to potential breaches of the Code on the Prevention of the Manipulation of Competitions, including:

- 4.2.1. Failing to provide best efforts
- 4.2.2. Betting on badminton tournaments
- 4.2.3. Manipulation or corruption of sports competitions
- 4.2.4. Disclosure or use of inside information
- 4.2.5. Failure to report

4.3. **Ethics**

Information related to potential breaches of the following regulations:

- 4.3.1. BWF Constitution (BWF Statutes, Section 1.1)
- 4.3.2. Badminton Code of Ethics (BWF Statutes, Section 2.1)
- 4.3.3. Codes of Conduct (BWF Statutes, Section 2.2.1 to 2.2.7)

4.4. **Others**

Information related to other potential breaches of the BWF Statutes:

- 4.4.1. Para Badminton: failure to properly represent abilities in the context of classification
- 4.4.2. Other situations not included above

5. HOW CAN A REPORT BE MADE?

5.1. **To the BWF:** a report of a potential breach of the BWF Statutes can be made by confidentially writing to the BWF Integrity Unit using the following email address: integrity@bwf.sport. This email is monitored by the BWF Head of Integrity.

5.1.1. The BWF provides a Whistleblower Form via the “BWF Speak Up and Report” page on the BWF Corporate webpage: <https://corporate.bwfbadminton.com/integrity/speak-up-and-report/>. This Form can help you identify the relevant elements to disclose.

5.2. **Through third-party channels:**

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

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

6. HOW WILL THE REPORT BE HANDLED BY THE BWF?

Any report received by the BWF will be processed by the BWF Integrity Unit in a way that guarantees the safe and confidential handling of the information received. Furthermore, the BWF shall respect its General Data Privacy Policy (BWF Statutes, Section 1.2.5) and the applicable specific privacy notices.

As a first step, the BWF Integrity Unit will review the information received and assess whether it is credible, accurate, and material. As part of this review, the BWF Integrity Unit may contact (where possible) the Whistleblower to obtain clarifications.

The BWF Integrity Unit may also share the information within the BWF received on a strict need-to-know basis.

Following its assessment of the report, the BWF Integrity Unit may decide to use the information received as a basis or as a component for an investigation. The BWF Integrity Unit has full discretion on how to use information received and whether to initiate investigations.

7. CAN THE BWF TRANSFER INFORMATION TO OTHER ORGANISATIONS?

This depends on the type of information provided to the BWF:

- 7.1. **General:** As a policy, the BWF will not transfer information to any other organisation, save where it is necessary, in which case it will inform the Whistleblower in advance. However, the identity of the Whistleblower will only be disclosed upon his/her prior explicit consent or where required by law.
- 7.2. **Anti-Doping:** in accordance with the World Anti-Doping Code, the BWF may be required or expected to share anti-doping information with other organisations involved in the fight against doping with jurisdiction over the Respondent, including other international federations national anti-doping organisations, the World Anti-Doping Agency, national/international law enforcement agencies as well as authorised service providers.

8. HOW ARE WHISTLEBLOWERS PROTECTED?

- 8.1. At all times, the BWF has the following mechanisms to protect the Whistleblower:
 - 8.1.1. Confidentiality and protection of identity
 - 8.1.2. Substantial assistance benefits, under the conditions set in the Judicial Procedures and the Anti-Doping Regulations
 - 8.1.3. Protection against retaliation, under the conditions set in the Code of Ethics and the Anti-Doping Regulations
 - 8.1.4. Assistance where collaboration from law enforcement authorities is needed
- 8.2. At its sole discretion, the BWF may also provide the following assistance to the Whistleblower:
 - 8.2.1. External legal assistance
 - 8.2.2. Financial assistance

9. WHAT ARE THE WHISTLEBLOWERS' OBLIGATIONS?

The BWF expects that Whistleblower channels will be used in good faith for the good of the badminton community.

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

Malicious or knowingly false disclosure may constitute a breach of the BWF Statutes. The BWF has a zero-tolerance policy against such statements and will consider disciplinary action against perpetrators.

10. PRIVACY AND SECURITY

10.1. Privacy rights

The BWF is committed to respecting and upholding the privacy rights of Whistleblowers. The BWF will process data that it receives pursuant to this Policy

in accordance with its General Data Privacy Regulation, specific data privacy notices, and applicable law.

10.2. Data protection queries

Persons who have questions regarding privacy and security under this policy should contact the BWF Privacy Officer (privacy@bwf.sport).