

Directive No. 9

conflicts of interest

Status:	Approved by the Association Board 20.1.25
Valid from:	21.1.25
Responsible:	Nick Zepf, Secretary General

1. preamble

Swiss Hockey is committed to transparency, integrity and the avoidance of conflicts of interest in all decision-making processes. This directive defines clear rules on the disclosure of conflicts of interest, the obligation to abstain, the obligation to resign and the handling of gifts and benefits for members of the board of directors.

2. register of interests

2.1. maintaining a register of interests

- Swiss Hockey maintains a register of interests in which all vested interests of the members of the Board of Directors are listed.
- Each member is obliged to disclose his or her interests completely and truthfully.
- The register of interests is updated regularly.

2.2. Availability of the register:

- The register must be made accessible internally within the association to ensure transparency.

3. duty to abstain

2.1 principle

Members of the Swiss Hockey Board are obliged to abstain from discussing and deciding on issues where:

- (a) they have a personal or financial interest which might compromise their independence or objectivity, or
- b) there is an appearance of such a conflict of interest.

2.2 Proceedings

- The member concerned must proactively disclose the conflict of interest.
- The member concerned may not participate in discussions, deliberations or votes on this topic.
- The recusal must be recorded in the minutes.

2.3 Examples of conflicts of interest

- Direct or indirect financial benefits from a decision.
- Close personal or family relationships with affected parties.
- Membership in another body or company affected by the decision.

4. obligation to withdraw

4.1. principle

If a member of the Board of Directors has to regularly abstain from attending and the proper performance of his or her duties is thereby impaired, resignation from the position is necessary.

4.2. Regularity

A resignation becomes necessary if a member has to abstain from more than one third of the relevant agenda items within a financial year.

4.3. Proceedings

- The President of the Board will inform the member concerned of the situation.
- A resignation interview is held.
- If there is no voluntary action, the Board of Directors may take further steps.

5. Dealing with gifts and other benefits

5.1. principle

Members of the Board of Directors may not accept or grant gifts, invitations or other benefits that could impair their independence, freedom of decision or loyalty.

5.2. Permissible Gifts and Benefits

- Promotional gifts of low value (e.g. pens, calendars, notepads).
- Invitations to official events that are in line with the purpose of Swiss Hockey and are customary.
- Other benefits that do not exceed the value of CHF 100

5.3. Unacceptable gifts and benefits

- Cash gifts of any amount.
- Benefits that could have a direct impact on decisions.
- Gifts or invitations that cannot be made transparent.

5.4. reporting obligation

- Each member of the Board of Directors is obliged to disclose any gifts or benefits received with a value of CHF 100 or more.
- Disclosure shall be made in writing to the President.

5.5. Return and Rejection

Unacceptable gifts must be politely refused or returned. If this is not possible, they must be passed on to Swiss Hockey.

6. monitoring and enforcement

- Compliance with this instruction is regularly checked.
- Violations of this directive may result in disciplinary action, including removal from office.
- The Secretary General is responsible for monitoring