



TRANSITIONAL INTERNAL REGULATION of the new elective "ICMG Ethics Commission" (as integral part of the ICMG Ethics Code)

PREMISES

With reference to the ICMC CHARTER (Transitional Provision Bye-law to Rule XIII, paragraph 4), as of the next Ordinary GA of the next four-year period, an **ICMG Ethics Commission** should be elected by the GA, according to the procedure for the election of the members of the ICMG Executive Committee, with the necessary adaptations under the terms decided by the EC.

The Executive Committee, currently in office, on the proposal of the Ethics and Juridical Commission, approves an Internal Regulation of the new elective "ICMG Ethics Commission" to allow its operation starting from the next four-year term.

The Internal Regulation, which includes the structure and the electoral procedure of the Commission, forms an integral part of the Ethics Code.

The ICMG Ethics Commission is composed of five (05) members, one of whom must be an Athlete. The other four (04) members, including the President, are prominent personalities known for their independence of spirit, their competency, and their international reputation. The President and members are elected for a term of four years, which may be renewed no more than twice.

All candidates for the ICMG Ethics Commission shall be proposed by the ICMG members.

The ICMG Executive Committee, regarding the requirements of the 4 (four) personalities that ICMG Members intend to apply for this role, underlines that becoming a member of an international ethics commission in sport requires a combination of professional competence, personal integrity, knowledge of international standards and a strong commitment to ethical decision making. The member must be impartial, possess comprehensive expertise and experience in sport-related fields and be able to handle complex ethical issues.



Purpose

These Internal Regulations aim to establish the organizational and management details of the ICMG Ethics Commission, in view of the elective General Assembly for the 2026/2030 four-year period.

The selection process of candidates proposed by ICMG Members must ensure that candidates are independent, impartial and respect the democratic principles of the ICMG.

The Ethics Commission supports the ICMG in maintaining transparency, accountability, and ethical conduct in its operations.

Good Governance Principles

The applications and operation of the Ethics Commission must align with the good governance principles of the ICMG, particularly:

- **Transparency:** The application process, including the names and qualifications of candidates, will be documented and shared with all ICMG stakeholders, ensuring transparency.
- **Accountability:** The members of the Ethics Commission are accountable to the ICMG and its General Assembly, ensuring that their actions are in the best interest of the democratic values of the ICMG.
- **Inclusivity and Non-Discrimination:** The application process is open, ensuring representation from a broad spectrum of professional, geographical, and gender backgrounds. This inclusivity strengthens the credibility of the Ethics Commission and builds trust in its impartiality.

Ongoing Assessment and Recusal

To ensure the continued impartiality and integrity of the Ethics Commission, members must proactively and continuously monitor any potential conflicts of interest that may arise during their term. In the event that a conflict is identified, members are expected to promptly recuse themselves from any discussions, decisions, or actions in which their impartiality might be reasonably questioned. This safeguard ensures that the Commission's work remains unbiased and credible. Furthermore, subject to ratification by the General Assembly, the Executive Board retains the authority to remove and



replace any members whose impartiality or independence could be compromised, maintaining the integrity of the Commission's decisions and operations.

Code of Conduct and Confidentiality

Members of the Ethics Commission are strictly bound by the Ethics Code, which outlines the principles and expectations governing their conduct. This ensures that all deliberations, investigations, and recommendations are handled with the utmost confidentiality and adhere to the highest ethical standards. Members must safeguard sensitive information and ensure that no confidential matters are disclosed outside the scope of their responsibilities. This commitment to confidentiality upholds the trust placed in the Ethics Commission by stakeholders and ensures that all proceedings are conducted in a professional and ethical manner.

Reporting and Transparency

The Ethics Commission is committed to fostering transparency and accountability in its operations. To this end, the Commission will submit an annual report detailing its activities, decisions, and initiatives to the General Assembly. This report serves not only as a tool for transparency but also as a means of holding the Commission accountable to the governing bodies and other stakeholders. By providing regular updates on its work, the Commission reinforces its commitment to openness and its responsibility to maintain the trust and confidence of all parties involved.

Composition and organization

Article 1

The ICMG Ethics Commission is independent; it is composed of 5 (five) members, among whom there must be:

- 4 (four) prominent personalities, including the President, independent members who are not in a situation of conflict of interest or incompatibility for the position of being part of the commission.
- 1 (one) representative from the athletes' movement, provided that he/she has participated in at least two editions of the MG.



Article 2

The members and the President of the ICMG Ethics Commission shall be elected by the ICMG General Assembly on the proposal of the ICMG Members, in accordance with the terms and the procedure for the election of the members of the ICMG Executive Committee (*ICMG Charter – X General Assembly – XI. The Executive Committee*).

The election of the members of the ICMG Ethics Commission will be included as a specific item on the Agenda of the next elective General Assembly.

The elections of the Commission members will be held with separate votes, casting 1 preference for the President, 1 preference for the Athlete member, up to 3 preferences for the other Members.

The Ethics and Juridical Commission, if requested, may express recommendations and opinions in verifying the requirements provided for in the articles 2 and 6 of the present Transitional Internal Regulation.

Article 3

The ICMG Ethics Commission meets when convened by its President.

Article 4

The quorum required for a decision is reached when at least 3 (three) members are present. Each member will make every effort to attend the meetings.

Article 5

The administrative organization of the ICMG Ethics Commission, and support to it, are overseen by the specific office set up by the Secretary General.

Conditions required for Commission Membership

Article 6

All Members of the ICMG Ethics Commission shall not take any measure nor exercise any influence in relation to a matter where any conflict of interests or any other conflict exists or is perceived to exist.



In order to ensure that members of the ICMG Ethics Commission possess the required qualifications, integrity, and independence, the following eligibility criteria are carefully defined. These criteria are based on best practices observed in ethics and compliance committees across sports organizations and other adjudicative bodies. Members of the Ethics Commission are expected to uphold and apply the principles outlined in the ICMG Charter, the ICMG Ethics Code and the Olympic Charter.

- **Professional Experience:**

Candidates must possess significant expertise and a wealth of professional experience in areas such as ethics, compliance, governance, law, athlete mental health, safeguarding, and/or human rights. Preference will be given to individuals with a background in sports governance, especially those who have held roles focused on ethical oversight or compliance auditing. This experience ensures that members bring a deep, nuanced understanding of the ethical issues specific to the sports sector.

- **Ethical Integrity:**

Members must maintain an impeccable record of ethical conduct, with no conflicts of interest or prior disciplinary actions that could undermine their commitment to ethical principles. This requirement must be fulfilled not only at the time of candidacy but also throughout the entire term of their mandate. In line with best practices in ethics committees, this standard ensures that members embody the values they are entrusted to uphold, maintaining independence and impartiality in their decision-making. Ethical integrity is of utmost importance, as members are responsible for upholding the ICMG's ethical standards and acting as role models within the organization, free from personal or professional interests that could compromise their duties.

- **Independence and Impartiality:**

Members must be fully independent from the ICMG's operational structure to avoid both actual and perceived conflicts of interest. This independence ensures that members' decisions are made with impartiality and without undue influence from external or internal pressures. They must proactively disclose any new conflicts of interest that may arise and are obligated to recuse themselves from discussions or decisions where their impartiality could be questioned. This process safeguards the integrity of the Ethics Commission, ensuring that its members are always able to act solely in the best interest of the organization, free from personal or professional biases.



The **essential requirements** for membership (with the exception of the position of athlete):

- **Background in Sport Management or Governance:** strong understanding of the structure and governance of international sports organizations.
- **Knowledge of Sports Law and Ethics:** familiarity with international sports regulations (such as the World Anti-Doping Code, human rights laws, ethical codes of international federations). Members should also have experience in interpreting and applying ethical standards in sports contexts.
- **Relevant Professional Background:** Members may come from diverse professional backgrounds, such as law (lawyers or magistrates or in any case legal practitioners) public policies, sports administration, human rights in sport.
- For the position of President, a legal background is still required.

Terms of appointment of Commission members

Article 7

The duration of the term of appointment of an ICMG Ethics Commission member is four years. This four years term may be renewed no more than twice.

Article 8

The term of office of the elected ICMG Ethics Commission shall take effect concurrently with the mandate of the newly elected ICMG Administration, as determined by the elective General Assembly, and shall commence only following the conclusion of the Games during which the election is conducted.

Article 9

In the event of the President of the ICMG Ethics Commission being unable to act, his/her duties shall be performed by the eldest member in age.

In the event of death, resignation or inability of a member to perform his or her functions, the member shall be replaced by a newly elected member following the procedure; thus, the ICMG Executive Committee will open the terms for candidates proposed by ICMG Members to be elected by the next ICMG GA session.



Article 10

The ICMG Ethics Commission shall act in full independence from all ICMG bodies and from each individual member of the ICMG. In the exercise of its functions, the Ethics Commission shall neither seek nor accept instructions from any authority, organ or person.

In the event of a breach of the ICMG Ethics Code, an ICMG Ethics Commission member may be removed from office only by a specific vote by the ICMG GA Session, and after the approval of two-thirds of the ICMG Ethics Commission members, the member concerned being heard by the ICMG Executive Committee.

Transitional provisions

Article 11

These TRANSITIONAL INTERNAL REGULATION come into force after their approval by the ICMG Executive Committee on April 15, 2026 and their first application will take place on the occasion of the next one Ordinary Elective GA.

The Ethics Commission, within 3 (three) months of its establishment, must submit to the Executive Committee the proposal of the Statute of the ICMG Ethics Commission with the Code of Ethics and the Internal Regulations, for the four-year period 2026-2030.

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RESOLUTION of the ICMG EXECUTIVE COMMITTEE /

Athens, GREECE, April 15, 2026