

CHAPTER I GENERAL PROVISIONS

ARTICLE 1 DEFINITION

- 1.1 Every term defined in the Statutes and Bye-Laws is fully applicable to this Code of Ethics and unless specifically specified otherwise, and each of the terms below if starting with a capital letter has the definition specified:

Procedure Law shall be the Procedure Law of the BE.

Code of Ethics shall be these Code of Ethics of KOI.

Non-Official shall be every person who is not within the scope and definition of Official.

Official shall be the Official of KOI, Official of Indonesian Contingent and Official of Member, jointly.

Official of Indonesian Contingent shall be every person who become as executive and member of management of the Indonesian Contingent and executive of the sport which is part of the Indonesian Contingent established and sent by KOI for and participate in multi-event activities at regional, continental and international levels held by or on behalf of the SEAGF, OCA and IOC. The Indonesian Contingent Official may and consists of Official of KOI, Official of Member and other third parties who are not Official of KOI and/or Official of Member, but are appointed by KOI as the Official of Indonesian Contingent.

Official of KOI shall be every person who become member of the EC, including the President, Vice President, Secgen, Deputy Secgen, Treasurer, Deputy Treasurer, Chairperson and Commission members and KOI manager level employees.

Official of Member shall be every person member of the CEB of the Member and its sub-ordinates, including president/ chairperson, vice president/chairperson,

- secgen, deputy secgen, treasurer, deputy treasurer, chairperson and members of the commissions and manager level employees.
- 1.2 The term referring to an individual applies to both genders, and each term in the singular applies also to the plural and vice versa.

ARTICLE 2 SCOPE

The scope of this Code of Ethics is any and all Official and Non-Official.

ARTICLE 3 INTEGRITY

- 3.1 Every Official is obliged and must avoid inappropriate or offensive behavior that can undermine the image and honor of Indonesia, KOI and the Member, at home and abroad, in the view of ethics and norms that apply generally in the life and eyes of society.
- 3.2 Every Official is prohibited from entering a place of prostitution, gambling and other places that are considered inappropriate ethically, morally and generally accepted norms that apply generally in the life and eyes of society.
- 3.3 Every Official is obliged and must maintain the good name and honor of the Nation, Country and KOI.
- 3.4 Every Official of Member is obliged and must maintain the good name and honor of his/her Member of origin.
- 3.5 Every Official is prohibited from requesting and receiving gifts other than what is entitled to receive in accordance with the provisions of the legislation.

ARTICLE 4 ACCOUNTABILITY

- 4.1 Every Official is responsible for his/her actions in order to carry out his/her functions, duties and authority in the interest of KOI and/or the Member, as applicable.
- 4.1 Every Official is obliged and must be willing to be supervised by the community, especially the Indonesian sports community.

ARTICLE 5 DISCIPLINE

- 5.1 Every Official is obliged and must be present at every meeting which is his/her obligation.
- 5.1 Every Official who does not attend one or more meetings stipulated in Article 5.1 must provide valid explanation or information regarding his/her absence at one or more meetings by providing or attaching supporting documents.
- 5.2 Every Official in carrying out his/her duties, obligations and authorities is obliged to and must be dressed properly, polite and formal.
- 5.3 Every Official is obliged and must be active during the meeting related to the implementation of his/her duties, obligations and authorities.

ARTICLE 6 BUSINESS TRIP

- 6.1 Every Official gets the task and therefore carries out official trips in or out of the country at the expense of the State and/or KOI and/or Member, as applicable, regulated and carried out using available budgets and in accordance with the provisions of laws and regulations KOI and/or Member, which applies to him/ her.
- 6.1 Every Official may not bring his/her family members and/or other parties for official travel, unless it is made

possible by applicable regulations or at his/her own expense.

CHAPTER II **BEHAVIOUR – ATTITUDE**

ARTICLE 7 **BEHAVIOUR – ATTITUDE**

- 7.1 Every Official is obliged and must be aware of and understand the importance of his/her duties, obligations and responsibilities.
- 7.2 The behaviour and attitude of every Official are obligatory and must reflect the intent and purpose of KOI.
- 7.3 The behaviour and attitudes of each Official of Member is obligatory and must reflect the intent and purpose of his/her Member origin.
- 7.4 Every Official support and develops in every case and prevent things from being done that can be detrimental to this intent and purpose. Every Official must respect the importance of loyalty to the interests of KOI and of his/her Member origin and represent and carry out his/her interests honestly, properly, respectfully and with high integrity.
- 7.5 Every Official must demonstrate his/her commitment to ethics, propriety and local customs when carrying out his/her duties and obligations.
- 7.6 Every Official promise and binds himself/ herself to and acts respectfully, and is obligatory and must behave and act with full credibility and integrity and responsibility.
- 7.7 Every Official will not abuse his/her position as part of his/her duties, obligations and authorities in any way, specifically taking advantage of the implementation of his/her duties, obligations and authorities for personal or group goals or benefits or the interests of others, nothing is exempted.

ARTICLE 8

TERMS AND TERMINATION

- 8.1 Only people who exhibit high ethics and integrity and promise to comply with the provisions of this Code of Ethics without conditions, who fulfill the requirements to be chosen, determined and act as Official.
- 8.2 Everyone with criminal records, corruption, drugs, doping and other illegal drugs, does not meet the requirements to be elected, appointed and designated as an Official.
- 8.3 Every Official who does not comply with this Code of Ethics or fails to fulfill or does not carry out his/her duties, responsibilities and authorities, including in financial matters, does not meet the requirements and must be dismissed from his/her position as an Official.

ARTICLE 9

DISCLOSURE AND CONFLICT OF INTEREST

- 9.1 **Preliminary Requirements:**
Before being elected, appointed and determined to be Official, each Official candidate is obliged and must disclose personal interests that will be associated and cause or can cause conflicts of interest with his/her duties, obligations and authorities as an Officer.
- 9.2 **Requirements in Carrying Out Tasks, Obligations and Authorities:**
 - 9.2.1 **Conflict of Interest and Personal Interest:**
Every Official in carrying out his/her duties, obligations and authorities is obliged and must avoid situations and conditions that lead or are reasonably expected to lead to a conflict of interest. Conflict of Interest means and is a situation that occurs when and where the Official has or is likely to have a personal interest that obstruct or is expected to be able to properly obstruct the implementation of his/her duties, obligations and authorities as an independent,

having integrity and responsible as the Official (hereinafter referred to as the “Conflict of Interest”). Personal interests mean and shall include getting or of the possibility to get benefits for themselves, families, groups, relatives, friends and acquaintances and other parties, none are excluded.

9.2.2 **Disclosure of Conflict of Interest:**

- (i). Every Official cannot and is prohibited from carrying out his/her duties, obligations and authorities in matters that contain or potentially contain Conflict of Interest. Every Conflict of Interest is obligatory and must be immediately disclosed and notified to the President and/or Secgen or the president/chairperson and/or secgen of the Member who request or determine the Official in concerned to carry out his/her duties, obligations and authorities.
- (ii). Prior to expressing his/her opinion in discussing a particular issue, every Official must state before the meeting participants that there is a possibility of a Conflict of Interest between the issue being discussed and his/her personal interests outside of his/her position as an Official.

9.2.3 Every Official has the voting rights in every meeting and in every decision making, except if he/she is having or possibly having a Conflict of Interest with the issues being discussed.

9.2.4 If an objection relates to a Conflict of Interest that exists or has the potential to exist, it must be immediately reported to the President and Secgen or president/chairperson and secgen of the Member who request or determine the

Official to carry out his/her duties, obligations and authorities.

- 9.2.5 The President and Secgen or the president/chairperson and secgen of the Member or decision maker official of KOI or related Member who are authorized, as applicable, is obliged and must provide and decide on the existence or possibility of the Conflict of Interest.

ARTICLE 10 DISCRIMINATION

Every Official in carrying out his/her duties, obligations and authorities, must not and is prohibited from mentioning the dignity of a person or group of people with words and/or actions that constitute or lead to insult, discrimination or offensive related to ethnicity, race, color, culture, language, religion, beliefs, social status, profession, occupation, physical and spiritual condition and gender.

ARTICLE 11 PROTECTION OF PERSONAL RIGHTS

During carrying out his/her duties, obligations and authorities as Official, every Official will guarantee that the personal rights of the person they contact and deal with are protected, respected and properly guarded.

ARTICLE 12 LOYALTY AND CONFIDENTIALITY

- 12.1 During and in carrying out his/her duties, obligations and authorities as the Official, every Official will recognize and acknowledge obligations and responsibilities of his/her duties, obligations and authorities entrusted to him/her, specifically to KOI and his/her Member origin.
- 12.2 Depending on its function, any information disclosed to

the Official while carrying out his/her duties and obligations, will be treated as confidential. Any information or opinion will be given in accordance with the principles and instructions of the assignor and duties and obligations.

ARTICLE 13

RECEIVING AND GIVING GIFTS AND OTHER BENEFITS

- 13.1 Every Official is prohibited from receiving gifts and/or other benefits that exceed the relative average value of the local cultural customs of each third party and if there is any doubt the prize must be rejected. Acceptance of gifts in cash in any amount or form is expressly not permitted and prohibited.
- 13.2 During and in carrying out their duties, obligations and authorities, each Official can only give prizes and other benefits according to the average relative value of local cultural customs to third parties, with the provision that they are not to obtain sincere benefits and/or profits and there is no conflict of interest.
- 13.3 Every Official may not be accompanied by family members or friends or anyone, no one is excluded, at the expense of the State and/or KOI and/or his/her Member origin, to attend to any and all events and/or activities attended in carrying out his/her duties and obligations, except expressly previously received written approval from the authorized officials of the State and/or KOI or Member origin whom assigned him/her, or entirely at his/her own expenses.

ARTICLE 14

BRIBERY AND GRATIFICATION

- 14.1 Every Official may not and is expressly prohibited from accepting bribes and/or gratification in any form and amount, nothing is exempted. Any form of gift and/or profit and/or facility and any other form offered, promised

or sent to him/her which is acknowledged or appropriately can be known and understood as an attempt to encourage violation of his/her duties and obligations or other dishonest actions for the benefit of third parties and must be rejected.

- 14.2 Every Official may not give and/or promise and/or carry out any actions that are understood as bribery or gratification to any third party or force or encourage other parties to do certain things to gain benefits for him/her or other third parties, nothing is exempted.

ARTICLE 15 **COMMISSION – OTHER BENEFITS**

Every Official is prohibited and therefore may not accept commissions and/or other benefits in any form and amount or promise commissions and/or other benefits in negotiating any agreement and in a form that no one is excluded from carrying out his/her duties and obligations as an Official.

ARTICLE 16 **BET – GAMBLING**

- 16.1 Every Official may not and is prohibited from and conducting or following, directly or indirectly, bets, gambling, lotteries and events or similar transactions relating to any sports match or other activities related to and/or associated with his/her duties and obligations as an Official.
- 16.2 Every Official may not have an interest, actively or passively, in a company, business entity, organization or activity in any form, nothing is excluded, who performs or participates in, is related to or involved in, promotes, mediates, regulate or participate in regulating the activities or transactions and/or activities that are related to and/or associated to his/her duties.

CHAPTER III ENFORCEMENT

ARTICLE 17 OBLIGATION TO DISCLOSE AND REPORT

17.1 Obligation of Official of KOI:

17.1.1 Every Official of KOI is obliged and must report verbally and/or in writing every action or event or behaviour that is or is expected or should be reasonably expected to cause or may cause and as a violation of the provisions of this Code of Ethics which he/she knows to the President and/or Secgen.

17.1.2 The President and/or Secgen is/are obliged and must report the report received to the BE no later than 7 (seven) calendar days from the date the report is received to be handled by the BE in accordance with applicable regulations.

17.2 Obligation of Official of Indonesian Contingent:

17.2.1 Every Official of Indonesian Contingent is obliged and must report verbally and/or in writing every action or event or behaviour that is or is expected or reasonably can be expected to cause or may cause and as a violation of the rules and provisions of this Code of Ethics which he knows to the President and/or Secgen.

17.2.2 The President and/or Secgen is/ are obliged and must report the report received to the BE no later than 7 (seven) calendar days from the date the report is received to be handled by the BE in accordance with applicable regulations.

17.3 Obligation of Official of Member:

17.3.1 Every Official of Member is obliged and must report verbally and/or in writing every action or event or behaviour that constitutes or is expected to be a violation of the rules and provisions of this Code of Ethics which he knows

- to the president/chairperson and secgen of his/her Member origin.
- 17.3.2 The president/chairperson and/or secgen of the Member is obliged and must report the report received to the BE no later than 7 (seven) calendar days from the date the report is received to be handled by the BE in accordance with the applicable regulations.

ARTICLE 18

RIGHTS TO DISCLOSE AND REPORT

- 18.1 **Rights of Official of KOI:**
In the event that the President and/or Secgen evidently and after 7 (seven) calendar days has passed for whatever reason does not report the violation report stipulated in Article 17.1 to the BE, the Official of KOI who reporting it has the right to report the matter directly to the BE to be processed in accordance with applicable regulations.
- 18.2 **Rights of Official of Indonesian Contingent:**
In the event that the President and/or Secgen evidently and after 7 (seven) calendar days has passed for whatever reason does not report the violation report stipulated in Article 17.2 to the BE, the Official of Indonesian Contingent who reporting it has the right to report the matter directly to the BE to be processed in accordance with applicable regulations.
- 18.3 **Rights of Official of Member:**
In the event that the president/chairperson and/or secgen of the Member evidently and after 7 (seven) calendar days has passed for whatever reason does not report the violation report stipulated in Article 17.2 to the BE, the Official of the Member who reporting it has the right to report the matter directly to the BE to be processed in accordance with applicable regulations.
- 18.4 **Rights of Non-Official:**
Every Non-Official has the right and can report verbally or in writing directly to the BE for any action or event or

behaviour that is or is expected or reasonably may be expected to cause or may cause and as a violation of the provisions of this Code of Ethics which is known to be carried out or involve one or more Official.

ARTICLE 19 ENFORCEMENT

- 19.1 Enforcement of the Code of Ethics is carried out by the BE.
- 19.2 Enforcement of the Code of Ethics is carried out through prevention and enforcement.
- 19.3 Prevention efforts are carried out by socializing, training, sending circulars and providing recommendations, or other means determined by the BE.
- 19.4 Enforcement efforts are carried out by the BE based on the provisions of the Procedural Law.

ARTICLE 20 AUTHORITY AND OBLIGATION OF THE BOARD

- 20.1 The BE is authorized and obliged to receive and register every report regulated in Article 17 jo. Article 18.
- 20.2 Every report received and registered is then mandatory and must be examined and decided by the BE in accordance with and in compliance with all applicable provisions of the Code of Ethics and the Procedural Law.

ARTICLE 21 VIOLATION

- 21.1 **Violations of Law and Regulations:**
Violations of the official law and regulations constitute a violation of the Code of Ethics.
- 21.2 **Minor Violations:**
Minor violations are violations of the Code of Ethics with the following criteria:
 - 21.2.1 Does not contain legal violations.
 - 21.2.2 Not attending a number of meetings which

constitute his/her duties and obligations as much as 35% (thirty five percent) of the number of meetings held and must be attended in 1 (one) year, without supporting information and evidence.

21.2.3 Regarding personal and family ethics.

21.3

Medium Violations:

Medium violations are violations of the Code of Ethics with the following criteria:

21.3.1 Containing violations of the law.

21.3.2 Repeating his/her actions which have been subject to verbal warning sanctions.

21.3.3 Repeating the absence from the meeting which is his/her duty and obligation as much as 35% (thirty five percent) of the number of meetings held and must be attended within 1 (one) year, without supporting information and evidence, after previously receiving verbal and/or written warning sanctions.

21.4

Severe Violations:

Severe violations are violations of the Code of Ethics with the following criteria:

21.4.1 Repeating his/her actions that have been subjected to moderate sanctions.

21.4.2 Cannot carrying out his/her duties, obligations and authorities which are regulated in the Statutes and/ or Bye-Laws and/or Regulations of KOI or the Member, which apply to him/her.

21.4.3 Cannot carry out his/her rights, authorities, duties and obligations continuously or continue absent as an Official for 3 (three) consecutive months without information and supported by valid evidence.

21.4.4 For whatever reason he/she fails to fulfill 1 (one) or more Official requirements that apply to him/her which must be maintained to be able to remain and be an Official.

21.4.5 Caught doing a criminal act.

- 21.4.6 Proved to have committed a criminal offense with the threat of imprisonment and has obtained a court decision in the first instance.

ARTICLE 22

PUNISHMENT – SANCTION

The BE in carrying out its authority and obligations regulated in Article 19, can and has the right to make a decision in the form of punishment or sanction in accordance with its beliefs, with punishment or sanctions as follows:

- 22.1 Punishment - Minor sanctions in the form of verbal warnings.
- 22.2 Punishment - Minor sanctions in the form of written warnings.
- 22.3 Punishment- Moderate sanctions in the form of recommendations for a temporary suspension of at least 3 (three) months and a maximum of 12 (twelve) months continuously.
- 22.4 Punishment-Severe sanctions in the form of recommendations for a permanent termination/dismissal.
- 22.5 Punishment-Severe sanctions in the form of recommendations for payment of fines of a certain amount of money.
- 22.6 Punishment-Combination of medium and severe sanctions regulated in Article 22.3 and Article 22.5.
- 22.7 Punishment-Combination of a couple of severe sanctions regulated in Article 22.4 and Article 22.5.

ARTICLE 23

APPEAL

Appeal against the decision of the BE may be submitted by the Official sentenced by the BE, by submitting an appeal to BAKI, which must be carried out in accordance with the provisions of the applicable Procedural Law of BAKI.

ARTICLE 24 REHABILITATION

Each Official who is not proven to violate the Code of Ethics and is released from violation of the Code of Ethics based on the decision of the BE to the Official in question, is obliged and must be rehabilitated and given a rehabilitation letter, and President and/or Secgen of or president/chairperson and/or secgen of the Member concerned, are obliged and must announce this openly and distribute copies or photographs of the rehabilitation letter to each and all Member, as well as widely announced through print and electronic media, with the aim that the rehabilitation is known by the community.

ARTICLE 25 EXECUTION

25.1 Execution by the BE:

The Decision of the BE regulated in Article 22.1 and/or Article 22.2 is carried out by the BE.

25.2 Execution by KOI:

25.2.1 Decision of the BE which are regulated in Article 22.3, Article 22.4, Article 22.5, Article 22.6 and Article 22.7, concerning Official of KOI and/or Official of Indonesian Contingents from KOI and/or other third parties which are not from KOI and/or Member, their execution carried out by the President and/or Secgen, in compliance with the provisions of Article 23.

25.2.2 If after the passage of time regulated in the Procedural Law of BAKI in regards of the period of appeal and evidently the Official who is punished by the punishment regulated in Article 22.4 or Article 22.5 or Article 22.6 or Article 22.7, concerning the Official of KOI and/or the Official of Indonesian Contingent from KOI and/or other third parties who are not from KOI and/or Members and appointed and determined by KOI,

evidently that he/she did not submit an appeal request or too late to submit of the appeal request, the President and/or Secgen is obliged and must execute the decision of the Board no later than 14 (fourteen) calendar days from the date of the period of time to submit the appeal.

25.2.3 If for any reason the President and/or Secgen does not carry out his/her duties and obligations to carry out the executions regulated in Article 25.2.2, the President and/or Secgen has violated the Code of Ethics and against him/her by the BE with the passing of time and without requiring a Report, punishments and sanctions against such violation of the Code of Ethics can be carried out as set out in this Code of Ethics and this Procedural Law.

25.3 **Execution by the Member:**

25.3.1 The decision of the BE which is regulated in Article 22.3, Article 22.4, Article 22.5, Article 22.6 and Article 22.7, concerning Member Official and the Official of Indonesian Contingent from Member, the execution is carried out by the president/chairperson and/or secgen of the Member, in compliance with the provisions of Article 22. If deemed necessary by the president/chairperson and/or secgen of the Member may request assistance from the President and/or Secgen.

25.3.2 If after the passing of time regulated in the Procedural Law of BAKI regarding of the period of appeal and evidently the Officer who is punished with the punishment regulated in Article 22.4 or Article 22.5 or Article 22.6 or Article 22.7, which concerns Official of Member and/or Official of Indonesian Contingent of Member, evidently that he/she did not submit an appeal request or too late to submit the appeal request, the president/chairperson and/or secgen of Member

is obliged and must carry out the execution of the Decision no later than 14 (fourteen) calendar days from the date of the period of time to submit the appeal.

- 25.3.3 If for any reason the president/ chairperson and/or secgen of the Member evidently not carry out his/her duties and obligations to carry out the executions regulated in Article 25.3.2, the president/ chairperson and/or secgen of Member has violated the Code of Ethics and against him/her by the BE with the passing of time and without requiring a Report, actions, punishments and sanctions of the violation of the Code of Ethics can be carried out as set out in this Code of Ethics and the Procedural Law.

CHAPTER IV AMENDMENT - APPLICABILITY

ARTICLE 26 AMENDMENT

- 26.1 The BE evaluates and refines the rules and regulations of the Code of Ethics.
- 26.1 The proposal for evaluation and improvement of the Code of Ethics is submitted in writing by the BE to the President and Secgen.
- 26.2 The proposal referred to in Article 26.2 is mandatory and must be submitted by the President and/or Secgen to the nearest Session to be discussed and determined.

ARTICLE 27 APPLICABILITY

This Code of Ethics is effective on the date specified, date 25 September 2019.

ARTICLE 28
TIME

- 28.1 The Code of Ethics applies to any and all facts and events that have occurred since the Code of Ethics has been stipulated and is effective.
- 28.2 This Code of Ethics applies to any facts and events that exist before this Code of Ethics is stipulated and applied, if it is balanced or better for the Official involved and if the BE makes a decision on the facts and events after the Code of Ethics is effective.