



CODE OF ETHICS

PREAMBLE

GAMMA is committed to the highest standards of conduct in sport administration and competition. To meet this commitment, GAMMA has developed a Code of Ethics to protect the core values of both the organisation and the discipline of Mixed Martial Arts (MMA) under the control of GAMMA. Such values and ethics underpin GAMMA's policies, procedures, and rules. Observance of the code is vital to the integrity of all of GAMMA's activities. The GAMMA Code of Ethics is developed in accordance with the ethical principles of the Olympic Movement of which GAMMA follows.

1. PILLARS

- 1.1 The GAMMA Code of Ethics comprises five pillars. It imposes obligations in terms of respect and responsibility to competitors, teams, partners, participants, and all other GAMMA accredited persons.
- 1.2 This Code applies to all GAMMA Members (either national federation or any other similar affiliated entity), GAMMA staff, persons elected or appointed to any position within the organisation of the GAMMA or the Continental Confederations, and other organisations or individuals engaged in GAMMA activities, including athletes, referees and judges, officials, managers, team members etc. (collectively referred to herein as "Participants"). It shall also apply to consultants and contractually connected persons/firms, including those representing or serving GAMMA.
- 1.3 Unless otherwise specified, infringements are punishable regardless of whether they have been committed deliberately or negligently.
- 1.4 Acts amounting to attempted infringements are also punishable. In the case of acts amounting to attempted infringements, the Disciplinary Bodies may reduce the sanction envisaged for the actual infringement accordingly. It will determine the extent of the mitigation as it sees fit; it shall not go below the general lower limit of the fine applicable to the concerned infringement.
- 1.5 The fact that a natural person is no longer a Member of GAMMA or has left a Member of GAMMA neither cancel out liability nor prevents disciplinary proceedings. The same provision applies to legal persons as Members of GAMMA.
- 1.6 The ethical pillars of GAMMA are as follows:

Equality
- 1.7 Discrimination or harassment against others on grounds of race, disability, marital status, sex, sexuality, age, political or religious conviction are not condoned in any of GAMMA's activities. All forms of harassment, be they physical, mental, professional, or sexual, are strictly prohibited. GAMMA promotes the inclusion of men and women equally.

Fair Play
- 1.8 Fair play is the guiding principle for all GAMMA activities. All Participants taking part in GAMMA activities shall behave with fairness and honesty. All Participants shall operate within and abide by the rules of the sport. All doping practices as well as the use or abuse of substances used to manipulate competition or harm the health of athletes is strictly prohibited at all levels. The provisions against doping in the GAMMA Anti-Doping Code shall be scrupulously observed. MMA is committed to be a drug free sport.

Respect

- 1.9 All GAMMA activities shall be characterised by mutual respect and self-responsibility. All Participants involved in GAMMA activities shall be treated with dignity. The contribution that people make to the sport shall be recognised. In pursuing the sport's goals, the governance of GAMMA shall be mindful of the physical and psychological well-being of its Members. Violence and abusive behaviour are not tolerated.

Integrity

- 1.10 All those subject to this Code shall use due care and diligence in fulfilling their roles for, and on behalf of, GAMMA. Decisions by GAMMA will be made in accordance with established procedures, objectively, fairly and with honesty and integrity.

No conflicts of interest

- 1.11 Conflicts of interest must be avoided. In discharging their duties to GAMMA, all Participants shall act for the benefit of GAMMA when making decisions that affect, or may affect, GAMMA and to do so without reference to their own personal interests, either financial or otherwise.
- 1.12 When carrying out an activity for GAMMA or before being elected or appointed, the candidate or Participant shall disclose any personal interests that could be linked with their prospective GAMMA activities. The Executive Board may draw the attention of the candidate or Participant to potential conflicts of interest that it identifies.
- 1.13 Participants shall avoid any situation that could lead to conflicts of interest. Potential conflicts of interest arise:
- a. if Participants have, or appear to have, private or personal interests that detract from their ability to perform their duties with integrity in an independent and purposeful manner.
 - b. if the opinion or decision of a Participant, acting alone or within an organisation, is influenced by, or may be reasonably considered as liable to be influenced by relations that such Participant has, has had or is on the point of having, with another person or organisation that would be affected by the person's opinion or decision.
- 1.14 In the following non-exhaustive list of examples, the circumstances in which a conflict of interests could arise are personal and/or material involvement (salary, shareholding, various benefits) with:
- a. suppliers of the party concerned.
 - b. sponsors, broadcasters, various contracting parties.
 - c. organisations liable to benefit from the assistance of the party concerned (including subsidy, approval clause or election).
- 1.15 Participants shall not perform their duties in matters with an existing or potential conflict of interest, unless a waiver or consent is granted by GAMMA Executive Board. Should a conflict of interest, or the appearance of a conflict of interest, arise, or if there is a danger of such conflict arising, the individual concerned must refrain from taking any further part in the handling of the matter, unless a waiver or consent is granted by GAMMA Executive Board. If it is unclear whether such a conflict of interest exists in any given situation, the matter may be submitted to the Ethics and Disciplinary Commission.

- 1.16 If an objection is made concerning an existing or potential conflict of interest of a Participant, it shall be reported immediately to the Ethics and Disciplinary Commission for appropriate measures.
- 1.17 If a Participant neglects to declare a situation of a potential conflict of interest, any interested party in GAMMA may refer the matter to the Ethics and Disciplinary Commission. When such a situation regards the President or any member of the Executive Board, the member concerned shall abstain from taking part in the meetings of the Executive Board where his/her position is to be adjudged, without prejudice of his/her right of defence.

2. NO CORRUPTION

- 2.1 No Participant shall, directly or indirectly, solicit, accept, or offer any concealed remuneration, commission, gifts, benefit, or service of any nature connected with their participation in GAMMA activities or with their function as a Participant.
- 2.2 No Participant shall, directly or indirectly bribe or attempt to bribe third parties or urge or incite others to do so to gain an advantage for them or a third party.
- 2.3 No Participant shall solicit or accept benefits, entertainment, or gifts in exchange for, or as a condition of, the exercise of their duties, or as an inducement for performing an act associated with their duties or responsibilities, except that gifts, hospitality or other benefits associated with their official duties and responsibilities may be accepted if such gifts, hospitality, or other benefits:
- a. are within the bounds of propriety, a normal expression of courtesy, or within the normal standards of hospitality.
 - b. would not bring suspicion on the Participant's objectivity and impartiality; and
 - c. would not compromise the integrity of GAMMA.
- 2.4 No Participant may be involved with any company, association, firm, or person whose activity is inconsistent with the objectives or interests of GAMMA. If it is unclear, whether this kind of a connection exists in any given situation, the matter shall be submitted to the Executive Board for a decision.

3. BETTING

- 3.1 Anyone subject to this Code shall not bet on GAMMA competitions either directly or indirectly and shall not use any privileged, sensitive or inside information they may have to profit or facilitate third persons to profit from such information.
- 3.2 Anyone subject to this Code shall not perform corrupt practices relating to the sport of MMA, including improperly influencing either the course of an event (partially or entirely) or the outcomes and results of an event.
- 3.3 Anyone subject to this Code is forbidden from having stakes, either actively or passively, in any entity or, organisation that promotes, brokers, arranges or conducts such activities or transactions.
- 3.4 Anyone subject to this Code shall exercise due care and diligence in fulfilling their roles for, or on behalf of GAMMA and not disclose information received if such disclosure is made maliciously to damage the interests of GAMMA or to obtain an unjust advantage or profit.

- 3.5 No GAMMA staff, governance bodies and other committee or commission members shall make adverse comments on a policy adopted by the GAMMA once the GAMMA decision has been taken.

4. ENVIRONMENT

- 4.1 GAMMA is committed to raise environmental performance of its sport disciplines and make them a vector of environmental protection and sustainable development.
- 4.2 GAMMA looks to youth to breed a future for sportsmanship and safety while nurturing a passion and respect for martial arts.
- 4.3 GAMMA will promote the optimal use of resources and materials, efficient logistics and transport, reduction of polluting discharges to water and emissions to air, particularly towards carbon free GAMMA events and competitions.

5. GENERAL CONDUCT REGULATIONS

- 5.1 All Participants shall show commitment to an ethical attitude while fulfilling their task(s). They shall pledge to behave in accordance with the ethical pillars of GAMMA.
- 5.2 Participants may not abuse their position as part of their function in any way, especially to take advantage of their function for private aims or gains.
- 5.3 Participants shall represent GAMMA honestly, respectably and with integrity.
- 5.4 In dealings with government institutions, national and international organisations, associations and groupings, Participants shall, in addition to observing the rules of this Code, remain politically neutral, in accordance with the principles and objectives of GAMMA and act in a manner compatible with their function and integrity.
- 5.5 Participants may not act in a discriminatory manner, especially regarding ethnicity, race, culture, politics, religion, gender, sex, or language.
- 5.6 Only those persons who demonstrate a high degree of ethics and integrity and pledge to observe the provisions of this Code without reservation are eligible to serve GAMMA. Anyone who does not comply with these conditions is either no longer eligible or shall be removed from office.
- 5.7 During their activities, Participants shall ensure that the personal rights of those persons whom they contact and with whom they deal are protected, respected and safeguarded.
- 5.8 While performing their duties, Participants shall remain loyal to GAMMA. Depending on their function, any information divulged to Participants during their duties shall be treated as confidential. Any information or opinions shall be passed on in accordance with the principles and objectives of GAMMA.

6. PROCEEDINGS

- 6.1 The GAMMA Ethics and Disciplinary Commission shall have exclusive jurisdiction on any infringement of the rules contemplated in this Code. Anyone who has interest can refer to the GAMMA Ethics and Disciplinary Commission the infringement of this Code of Ethics. Proceedings before the GAMMA Disciplinary bodies shall be in accordance with the GAMMA Disciplinary Code.
- 6.2 The infringements of the rules of this Code shall be sanctioned as follows:

First violation, up to six months suspension and up to Euro 5'000 fine;

Second violation, from six months up to two years suspension and from Euro 5'000 up to Euro 10'000 fine;

Third violation, life ban and Euro 10'000 fine;

Highly serious infringements shall be sanctioned with no less than a two-year suspension and Euro 15'000 fine.

- 6.3 Should the infringement be committed by a consultant or any other contracted party of GAMMA, the relevant contract shall be immediately terminated.
- 6.4 Should the infringement be committed to obtain an illicit benefit, including sport outcomes, the relevant results such as titles, prizes etc. shall not be awarded or revoked if already awarded, without prejudice of the further applicable sanctions as per the rules of GAMMA.
- 6.5 The sanctions envisaged for each actual infringement may be reduced in accordance with the extent of the mitigation as it is seen fit. In any event, the sanction shall not go below the general lower limit of the fine applicable to the concerned infringement.
- 6.6 The parties to the proceedings shall keep strictly confidential and shall not disclose any information received or appraised during the proceedings. The decision taken by the GAMMA Ethics Disciplinary Commission shall be published on the GAMMA website. The sanctioned party shall have 10 days as of the publication of the decision on the GAMMA website to appeal the decision before the Court of Arbitration for Sport in Lausanne.

7. ENFORCEMENT

- 7.1 This Code of Ethics is an integral and binding part of the GAMMA By-Laws and has entered into force and is fully effective since approval by the Executive Board on 24 April 2024.