



ATHLETE'S CODE OF CONDUCT

1 The Athlete will:

(a) Collaborate and take active ownership with the Coach, EFS and SportSG/SSI for both his/her High Performance and athlete life development which basically comprises education, career and personal development.

(b) For High Performance development, ensure that his/her Personal Coach collaborates with EFS's High Performance personnel and SportSG to fulfil his/her High Performance plan.

(c) Comply with his/her High Performance plan to the best of his abilities.

(d) Provide regular updates on his/her performance progress and personal development to EFS and/or SportSG. This includes the submission of achievements and receipts where necessary.

(e) Promptly inform EFS and SportSG regarding any changes to personal and medical particulars, as well as training, competition and personal development plans. If changes affect the Athlete's ability to train or compete at the required standards, written notification (including copies of relevant documents) from or on behalf of the Athlete should be submitted to SportSG within 7 days.

(f) Represent the Republic of Singapore in all EFS / SportSG designated training camps, competitions and events. If the Athlete is unable to attend, he/she must inform the NSA and SportSG within 3 days of being notified of such camp, competition or event, citing reasons and documentary proof (exams, overseas, etc).

(g) Refrain from participating in any competition that is not permitted under the policies of the EFS and SportSG, unless both bodies grant approval.

(h) Ensure that either EFS or he/she updates SportSG within 7 days of any changes to personal information, competition results and training schedule through SportSync. The Athlete must officially inform SSI and EFS if there is a decision to retire from competitive sport or dropping out from the spexCarding programme within 7 days of such decision providing reasons for the decision.

(i) Keep informed of current policies and changes in relation to the spexCarding programme or contact the relevant personnel from EFS or SportSG when in doubt. SportSG updates all



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NSAs and athletes on important developments through EFS Circulars, SportSync system announcements and the Singapore Sport Institute Facebook page.

Medical & Physical Fitness, Information and Research

2 The Athlete agrees and consents to:

(a) Give full and honest disclosure of:

- (i) Medical history (including all prescribed and consumed drugs, supplements and medication) to EFS, SSI's Sport Medicine staff and SSMC@SSI staff.
- (ii) The names and contact information of all healthcare providers who have been consulted with regards to his/her medical conditions.

(b) Maintain the highest possible level of health and physical well-being. The Athlete should:

(i) Immediately notify the Coach, EFS and SportSG as soon as he/she is injured or ill, if his/her training will be interrupted for three (3) or more consecutive days.

(ii) Keep EFS and SportSG's SSI personnel updated on changes to his/her health and physical condition for the duration of this Agreement.

(c) Authorise EFS, SSI's Sport Medicine and SSMC@SSI staff to release pertinent medical information to coaches, relevant SportSG High Performance and internal media relations staff via oral, written or email communications. Such disclosure is limited to purposes relating to the Athlete's spexCarding status, medical fitness, performance enhancement and injury management.

(d) Permit EFS and SSI to:

(i) collect information about him/her (including his/her medical data and other personal information) for the purposes of research, analysis or coach education, or to review, evaluate, understand or improve the services and support provided to athletes under the spexCarding Programme or other programmes authorized or approved by EFS and SSI.

(ii) use the information it collects or otherwise receives about him/her (including medical data and other personal information) for the purposes of research, analysis or coach education, or to review, evaluate, understand or improve the services and support provided to athletes under the spexCarding Programme or other programmes authorized or approved by EFS and SSI.

(iii) disclose and/or share the information it collects or otherwise receives about him (including medical data and other personal information) to other organizations and individuals: (A) for the purposes of their research, analysis or coach education; (B) for them to review, evaluate, understand or improve the services and support provided to athletes under the spexCarding Programme or other programmes authorized or approved by EFS



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and SSI; (C) for them to consider and take measures to safeguard the health and wellbeing of the Athlete and others around him/her; or (D) for the purposes of anonymizing such data. EFS and SportSG will take reasonable steps to maintain the anonymity and protect the Athlete's privacy.

(e) Collaborate and participate in EFS and SSI activities outlined in his/her individual programme to enhance his/her personal performance. The Athlete will cooperate with EFS and SSI to obtain the highest level of benefit.

3 The Athlete understands that refusal to give consent for the above will not affect his access to medical care or treatment, but accepts that such refusal may be considered in determining the selection for competitions and the continuation of his participation in the spexCarding Programme.

Compliance with the World Anti-Doping Code

4 The Athlete agrees to:

(a) Recognise Anti-Doping Singapore (ADS) as the national anti-doping organisation of Singapore possessing the primary authority to adopt and implement anti-doping rules, direct the collection of samples, manage test results, and conduct disciplinary hearings, at the national level.

(b) Be familiar with the rights and responsibilities of an athlete, in the context of anti-doping in sport as stipulated in Anti-Doping Policy of Singapore and the ADS Anti-Doping Rules adopted and implemented in pursuant to the Code.

(c) Submit to unannounced doping controls tests when required by ADS, EFS, SportSG, the International Federation, the International Olympic Committee, the International Paralympic Committee or any other anti-doping organisation.

(d) Provide prompt and accurate whereabouts information when included into the Testing Pools of ADS or their International Federation, or whenever required by any other anti-doping organisation.

(e) Submit timely Therapeutic Use Exemption applications to ADS or the International Federation, where relevant, as soon as a medical condition requiring the use of a Prohibited Substance or Prohibited Method for treatment is diagnosed.



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(f) Take responsibility to ensure he receives anti-doping education by completing appropriate resources provided by ADS and/or other Anti-Doping Organizations. (eg. World Anti-Doping Agency (WADA)'s Anti-Doping Education & Learning (ADEL) platform.

5 The submission of personal and medical information and data to ADS in accordance with the ADS Anti-Doping Rules shall be deemed to have been made with the agreement by the Athlete that such information and data may be utilised by ADS, such organisation or person for the purposes of the implementation of the ADS Anti-Doping Rules.

The provisions of this section are in addition to and are in no way intended to limit the scope of the obligations set out in the Anti-Doping Policy of Singapore, the ADS Anti-Doping Rules or to define the ambit of the ADS Anti-Doping Rules.

Apparel & Equipment

6 The Athlete agrees to:

(a) Wear and use designated team clothing and equipment whilst competing or carrying out any sports-related activities required under this Agreement; and

(b) Neither use nor permit the use of such designated team clothing and equipment for any commercial purpose without prior written consent of the EFS and SportSG.

National Representative, Sports Ambassador & Role Model

7 The Athlete recognises that his/her behaviour will reflect on EFS, SportSG and the Sport. The Athlete agrees to conduct himself/herself in a proper manner at all times. The Athlete is expected to:

(a) Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring SportSG and/or the NSA into disrepute and tarnish the image of the Sport.

Compete fairly – Abide by rule and the spirit of his/her sport and accept victory and defeat with dignity and grace.

(b) Display Responsible and Exemplary Behaviour at all times - Behave and dress in a respectable, professional and sporting manner when representing Singapore both in and out of competition.



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- (c) Be responsible for maintaining an environment which is fair, supportive, equitable and free from harassment and abuse. Not engage in any sexual, physical and/or psychological misconduct under Article 4 of the Safe Sport Unified Code.
- (d) Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.
- (e) Obtain prior consent and approval of EFS and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.
- (f) Not make any public statement which is derogatory of SportSG, EFS, the spexCarding Programme or any of the bodies working to promote sport in Singapore, nor make any critical statement or disparaging remarks (hereinafter "disparaging remark") in respect of another sporting competitor on a personal basis. Fair comment about a fellow competitor made honestly and without the use of offensive language and related to the sporting event/competition or the Sport where the substance of the comment is known (or can be shown) to be true will not constitute a disparaging remark for the purposes of this Agreement.
- (g) Support and promote EFS, SportSG, Team Singapore, the Sport and other key sponsors/support agencies. This includes:
 - i. Compulsory attendance of at least two Team Singapore events per year. These include, but are not limited to press interviews, promotional campaigns, functions, community outreach and seminars. SportSG will take into consideration that such involvement or cooperation should not compromise the Athlete's High Performance programme of which the decision on this will be determined by respective Coaches and Sport Performance Manager.
 - ii. Attending any Team Singapore press interview which is reasonably required before engaging in any activity in support of a commercial teammate or sponsor.
 - iii. Promoting the Team Singapore brand generally when the opportunity arises, including but not limited to, through the Ambassador's social networks.
 - iv. Allowing the filming and/or recording of the Athlete's performance on behalf of or by the NSA and SportSG whilst training, competing or otherwise carrying out any activity as a participant of the spexCarding Programme or as part of Team Singapore branding, imagery or campaign.



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8 All rights and images produced pursuant to this Agreement in connection to or associated with Team Singapore shall remain property of SportSG indefinitely for the purposes of promoting 'Sporting Singapore'.

9 Sections 7(f) and 8 above do not apply during the period of the Olympic Games pursuant to the Olympic Charter (Bye-law 3 to Rule 41). The Olympic Charter is available at the International Olympic Committee's website for reference.