



BONPYE SPORTS AGENCY (BSA)

# PUBLIC CODE OF ETHICS

BY

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## Our Commitment

BONPYE Sports Agency exists to support football players with integrity, respect, and responsibility. We believe football should create opportunity—not exploitation—and that every player deserves honesty, protection, and a future beyond the game.

## Player First, Always

The well-being of the player comes before money, contracts, or competition. All decisions are made with the player's long-term future in mind.

## Protection & Age Responsibility

BSA does not represent children and follows all legal age requirements. Families and guardians are respected and included when appropriate.

## Education Matters

Players are encouraged to continue education or vocational training. No player is asked to sacrifice learning for short-term opportunity.

## Honesty & Transparency

All agreements are explained clearly. There are no false promises, hidden conditions, or misleading expectations.

## Zero Tolerance for Exploitation

BONPYE Sports Agency strictly prohibits pay-to-play schemes, fake trials, unethical recruitment, and trafficking.

## Respect & Equality

Every player is treated with dignity and respect. Discrimination, abuse, or harassment of any kind is not tolerated.

## Freedom of Choice

Players join and leave voluntarily. No pressure, coercion, or retaliation is permitted.

## Clear Separation from BIDS

BONPYE Sports Agency operates independently from the BONPYE International Development Foundation

(BIDS). No professional opportunities are promised through nonprofit programs.

## Living the BONPYE Values

Creativity. Discipline. Humility. Community uplift.



# THANK YOU!

Welcome to BONPYE Academy