



ATHLETE'S CODE OF CONDUCT

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A. SINGAPORE ATHLETIC ASSOCIATION ("SAA")

SAA is the only governing body for Athletics and Tug of War in Singapore.

SAA is an affiliate member of the International Association of Athletics Federation ("IAAF") and the Tug Of War International Federation ("TWIF"), which are the world governing bodies for Athletics and Tug Of War respectively.

The objectives of SAA shall be:

- a) To advance, promote, organize, control and safeguard Athletics in all its aspects;
- b) To promote, arrange and assist in Athletics competitions and championships for the benefit of Affiliated Members and foreign teams desirous of visiting the Republic of Singapore, to utilize the funds of the Association for such purpose and to promote Athletics in general;
- c) To select athletes and/or officials to represent the Republic of Singapore and/or the Association in Athletics competitions or meetings;
- d) To affiliate with the IAAF and the TWIF, the Asian Athletics Association, the Singapore National Olympic Council, and to associate with any other body or bodies, whose objects are similar to those of the Association;
- e) To obtain funds by way of contributions, donations, subscriptions, legacies, grants or through any lawful means that may be required for furthering the objectives of the Association;
- f) To assist in the training of coaches, instructors and technical officials for Athletics by organizing courses and ensuring that such courses and training contribute to the development of Athletics in Singapore;
- g) To develop, lead and assist in commercial, marketing and public relations policies and activities for Athletics in connection with the objects of the Association; and
- h) To settle any dispute that may arise between Members and/or any other related parties, and to clarify any doubt in relation to the rules and regulations governing Athletics and/or Tug-of-War as adopted by the IAAF and/or the TWIF, and such other bodies that the association is affiliated (with such alterations and amendments as may be made from time to time).

SAA is the National Sports Association (NSA) recognized by the Sport Singapore ("SportSG") and Singapore National Olympic Committee ("SNOC").

B. THE ATHLETE'S CODE OF CONDUCT (THE "CODE")

I. PURPOSE OF THE CODE

The purpose of the Code is to establish a consistent expectation for athletes' behaviour. By signing the Code of Conduct, the Athlete agrees to the Terms and Conditions of this Code of Conduct.

If the Athlete violates *any* provisions in the Code, the Athlete shall be subject to disciplinary action, as determined by the Management Committee of SAA. The disciplinary procedure is set out below.

This Code is subject to review and can be amended by SAA at any time as it deems fit, by way of writing and/or announcement on SAA Website.

AI. ATHLETES GOVERNED BY THE CODE

For the purposes of the Code, "Athlete" or "Athletes" shall refer to all athletes selected for the National, National Junior, Youth and Development Teams, including athletes who are training to represent Singapore in IAAF, TWIF, and/or IOC-sanctioned competitions and/or races— both locally and internationally. For avoidance of doubt, Athletes include all carded athletes under SportSG and/or Singapore Sports Institute and non-carded athletes. The Athlete or Athletes are bound by the provisions of the Code contained herein.

BI. EFFECTIVE DURATION THE CODE OF CONDUCT

The Code shall be effective from the date of signature by the Athlete, until the Athlete sends an official written resignation/ retirement from the sport of Athletics and/or Tug-Of-War, or when SAA deems fit, whichever is earlier.

IV. THE ATHLETE'S UNDERTAKING

1. **Training, Competition & Performances**

- i. The Athlete shall submit the name(s) and/or institution(s) of his/her coach, and the highest accreditation of his/her coach, using the form at **ANNEX-A**. If the Athlete does not have a coach, SAA may assign a coach to him/her, and he/she shall adhere to the training plans designed by the assigned coach.
- ii. The Athlete shall submit any changes to his/her coach or events to the High Performance ("HP") Department (by email at hp@athletics.sg), as soon as practicable.
- iii. The Athlete shall submit a list of his/her annual performance goals for training year (the "**Annual Performance Goal**") to the SAA upon signing the Code. The Athlete shall submit the Annual Performance Goal to the HP Department, using the template at **ANNEX-B**
- iv. The Athlete shall submit an Annual Training Plan to SAA upon signing the Code. The format of the Annual Training Plan will be left to the discretion of the Athlete and/or his/her coach.
- v. The Athlete shall submit, by the first week of every year, an updated Annual Performance Goal and Annual Training Plan, to the HP Department (by email at hp@athletics.sg).
- vi. The Athlete shall endeavour to participate in Assigned Events, which include local/international competitions, SAA national team training sessions, and SAA-organised activities.
- vii. The Athlete shall strictly abide by the rules, regulations and guidelines stipulated by SAA and/or its appointed officials during the Assigned Events, including but not limited to, the principles and conduct stated herein.

2. **Fitness & Injury Prevention**

- i. The Athlete shall strive to achieve the highest possible level of physical fitness and good health required for consistent training and competition as a competitor in the sport of Athletics.
- ii. The Athlete shall refrain from acting in a reckless manner that may cause or contribute to injury to himself/herself, or any other person and shall maintain a proper lookout to avoid damage to SAA/SportSG training facilities and equipment.

3. **Clothing, Equipment & Sponsorship**

- i. The Athlete shall not affix any Sponsor logos to any team clothing, uniform or equipment, without obtaining SAA's prior approval in writing. SAA has ultimate discretion to decide whether the Sponsor logos can be affixed, taking into consideration SNOC Sponsorship Guidelines.
- ii. The Athlete shall only be in the attire provided by SAA at the Assigned Events. The Athlete shall not be allowed to wear any other attire, at any time during the Assigned Events, unless prior written approval is sought.
- iii. Notwithstanding the above, the Athlete can obtain prior written approval to wear any other attire which are not provided for by SAA.
- iv. The Athlete undertakes to ensure that team clothing, uniform and/or equipment are well maintained and in accordance with SAA and IAAF guidelines for competitions.
- v. The Athlete shall adhere to "*black-out periods*", as specified by SAA and in accordance with SNOC Sponsorship Guidelines (before and during Major Games), to refrain from publicly and actively endorsing brands and/or products, other than those arranged for and approved by the SAA and SNOC.
- vi. The Athlete may be called upon to render a minimum of 10 hours of voluntary services or at least 2 SAA events per year for matters related to benefitting the organization or to promote the sport of Athletics.

4. Integrity Standards

- i. In order to protect the integrity, authenticity and reputation of Athletics, the Athletes are required to meet the highest ethical standards ("**Integrity Standards**"), as set out herein below:
 - a. **Maintain Reputation of SAA:** to not act in a manner likely to affect adversely the reputation of SAA, or the sport of Athletes generally, nor act in a manner likely to bring the sport into disrepute;
 - b. **Honesty:** to act with utmost integrity and honesty at all times including acting in good faith towards others and with mutual trust and understanding in all their dealings;
 - c. **Fulfil Duties:** to actively fulfil their duties and responsibilities with SAA with all due care and skill and in good faith and in particular not to act outside of their authority;
 - d. **Clean Athletics:** to protect clean athletes and not engage in Doping, and in particular to comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time);
 - e. **Proper Conduct:** to conduct themselves in a professional and courteous manner and in particular to refrain from using language or conduct that is obscene, offensive or of an insulting nature towards another person;
 - f. **Equality:** not to unlawfully discriminate on the basis of race, sex, ethnic origin, colour, culture, religion, political opinion, marital status, sexual orientation or other differences and in particular to encourage and actively support equality of gender in Athletics;
 - g. **Dignity:** to safeguard the dignity of individuals and not to engage, (directly or indirectly) in any form of harassment, whether physical, verbal, mental, sexual or otherwise;
 - h. **Maintain Confidentiality:** to keep confidential all information which is entrusted to them in confidence unless permitted to disclose such information under the Code, or required to disclose such information by law. In addition, information obtained in connection with the Athlete's role or activities in Athletics that is not confidential may not be disclosed for personal gain or benefit, nor be used maliciously to damage the reputation of any person or organisation;
 - i. **Fair Play:** to respect the spirit of fair play and non-violence and behave accordingly on the sporting arena; and
 - j. **Good Sportsmanship:** to exhibit good sportsmanship at all times, by respecting coaches, referees, judges, competitors or officials from Singapore and other countries
- ii. Notwithstanding the above, the Athlete agrees to adhere to all announced rules, policies and procedures of SAA, which will be released from time to time.

5. Media, Publicity and Public Appearances

- i. The Athlete shall channel all contacts, interviews or appearances with the media, sponsors, sports, entertainment and other organizations through SAA, and obtain SAA's prior written permission before commencing any interactions with the media, sponsors, sports, entertainment and other organizations.
- ii. The Athlete shall adhere to the Integrity Standards when making any authorised contacts, interviews or appearances with the media, sponsors, sports, entertainment and other organizations.
- iii. The Athlete shall not use the name or logo of SAA or Team Singapore or SportSG without prior written permission from SAA and SportSG.
- iv. The Athlete shall not make any representations on behalf of SAA or SportSG.

6. Social Media Platforms

- i. The Athlete shall adhere to the Integrity Standards when posting on social media.
- ii. The Athlete shall be personally liable for the content he/she posts on social media, which only reflect his/her personal opinions or views, and are not representative of SAA or SportSG. The Athlete can be held personally liable for comments deemed defamatory, misrepresentative or obscene.

- iii. The Athlete shall not use SAA's videos, photographs and audio recordings (the "Contents"), which were made during athletic events. Such content falls under the intellectual property of SAA, and is only authorised for personal use only, and not for commercial gains. The Athlete shall obtain prior written consent to publish the Contents, as well as seek permission from the other persons in the said Contents.

7. Anti-Doping Rules

- i. The Athlete shall comply with the World Anti-Doping Code and Anti-Doping Singapore Policies (such as may be amended from time to time) (the "Anti-Doping Rules").
- ii. The Athlete shall do his/her own due diligence to ensure that he/she does not consume any prohibited substance under the Anti-Doping Rules.
- iii. When required, the Athlete shall avail himself/herself for testing in accordance with the Anti-Doping Rules.

8. Intellectual Property

The Athlete shall not use Contents and/or any other form of work product from SAA, which amounts to the Intellectual Property of SAA, without prior written consent from SAA.

9. Indemnity & Insurance

- i. The Athlete acknowledges that there are inherent risks associated with competitive Athletics and that the sport involves elements of risk. It is the Athlete's sole responsibility to act and govern himself/herself in a manner as to be responsible for his/her own health and safety.
- ii. The Athlete assumes all risks foreseen and unforeseen that arise from his/her participation in the sport of competitive Athletics and indemnify and hold harmless SAA, SportSG & SNOG from any and all claims, actions, losses or damages including but not limited to bodily injury and death.
- iii. Save for sport medicine facilities available to carded Athletes, it is the Athlete's own responsibility to have his/her own medical insurance policy to cover his/her personal medical expenses resulting from accidents and injuries.

10. Disclosure of Information

The Athlete permits the dissemination of personal information and data (including information related to race or ethnic origin and physical/mental health) to SportSG, SNOG and IAAF when required by SAA by these governing bodies.

C. BREACH OF THE CODE

The provisions of the Code shall be enforced in accordance with its provisions herein, read together with the Constitution of SAA and/or any other relevant regulations.

I. POWERS OF SAA

Pursuant to Constitution of SAA, SAA is empowered to make the following orders, in the event of a breach of the Code:

- i. Expel the Athlete;
- ii. Suspend all or any of the privileges of the Athlete, for any period not more than two years from the date of such decision;
- iii. Impose on the Athlete, a penalty not exceeding S\$3,000.00;
- iv. Censure the Athlete;
- v. Give written and/or verbal warnings to the Athlete, in respect of his/her conduct or action
- vi. Require the Athlete, to give such undertaking as the Disciplinary Standing Committee thinks fit to abstain in future from the conduct complained of; and
- vii. Make any other order as it deems just and equitable to do so in the circumstances.

AI. DISCIPLINARY PROCEDURE

1. **Complaints**

All persons are allowed to file a written complaint (hard copy or by way of email to hp@athletics.sg) against any Athlete (the "**Complaint**"). The Complaint shall be tendered to the Honorary Secretary and the Management Committee, to make a decision on its merits and whether to exercise its discretion to convene a Disciplinary Standing Committee and/or conduct a hearing to review the contents of the Complaint.

The identity of the complainant may be made confidential, upon request, if the Management Committee deems fit.

2. **Disciplinary Standing Committee**

Upon reviewing the contents of the Complaint, the Management Committee may activate the Discipline process through the Disciplinary Standing Committee in accordance with Rule 13 of the Constitution

The Management Committee shall have the power to publish the outcome of the hearing to Members in any media of communications, *inter alia* the website of the Association.

3. **Decision by Management Committee of SAA**

Pursuant to Rule 13e, the Management Committee shall have the power to review and alter any recommendations of the Disciplinary Standing Committee.

Notwithstanding the above, the Management Committee shall have the power to hear and decide on any complaint without referring the complaint to the Disciplinary Standing Committee. In this regard, the Management Committee may exercise all or any of the powers of the Disciplinary Standing Committee.

4. **Appeals Panel**

The Management Committee in its discretion may set up an Appeals Panel to hear and determine appeals from any decision of the Management Committee.

Such an Appeals Panel, which shall not include any member of the Management Committee or the Disciplinary Standing Committee, shall hear any appeal or application in accordance with the procedures set out in the rules governing such appeals and applications.

5. **Appeal to Court of Arbitration for Sports**

Any decision made by the Appeals Panel may be submitted exclusively by way of appeal to the Court of Arbitration for Sport in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the Code of sports-related arbitration. The time limit for appeal is twenty-one (21) days after the reception of the decision concerning the appeal.

D. DECLARATION BY THE ATHLETE

I have read the provisions contained in the Code herein, and I confirm that I understand the Code, in particular, the expectations of me as an Athlete under SAA and/or SportSG. I acknowledge that if I violate *any* provisions in the Code, I shall be subject to disciplinary action, as determined by the Management Committee of SAA.

I also confirm that I have submitted with this document:

A scanned copy of my NRIC and Passport;

The name and accreditation of my coach;

My Annual Performance Goals; and

My Annual Training Plan

(tick accordingly)

I will retain one copy of this Code as a reference copy.

Name:	
NRIC/Passport No:	
Signature	Date:

If the Athlete is below the age of 21, the parent and/or guardian shall consent to the above terms and declaration on behalf of the Athlete.

Name of Parent/Guardian:	
Relationship to Athlete:	
NRIC/Passport No:	
Signature	Date:

ANNEX-A: DETAILS OF THE ATHLETE'S COACH

Name of Athlete:
Name of Coach:
NRIC/Passport No of Coach:
Highest Accreditation of Coach:
I am a NROC Coach (tick accordingly)
Other Remarks:

Coach's Declaration

I confirm that I am coaching the above-named Athlete, and I will endeavor to train the Athlete to the best of my ability.

Name of Coach:	
NRIC/Passport No:	
Signature	Date:

ANNEX-B: THE ANNUAL PERFORMANCE GOALS

S/No	Event (Athletic/Road Race)	Competition(s) – Name and Date of Competition(s)	Target (Ti
1.			
2.			
3.			

I shall endeavour to hit my performance goals and/or targets by the end of this year.

Name:	
Signature	Date:

*spex*CARDING ATHLETE AGREEMENT

Note: This is a computer-generated document. SportSG's signature is not required.

RECITALS

- (A) The Singapore Sports Council ('SSC') is the national agency for the promotion of sports in Singapore, and has been rebranded as 'Sport Singapore' ('SportSG'). SportSG, through its division the Singapore Sport Institute ("**SSI**"), has set up the *spex*Carding (Sport Excellence Carding) Programme to support athletes in their sporting journey.
- (B) The objective of the *spex*Carding Programme is to support athletes in their sporting journey to achieve high performance in their respective sport by providing integrated high performance management for athletes selected by SportSG together with their respective National Sports Associations ("**NSA**") to participate in the *spex*Carding Programme.
- (C) The NSA is the national sports association for the sport that the Athlete is involved and training in. The NSA is desirous of developing the Athlete to high performance in his sport and supporting him in his sporting journey and in this connection be in line with SportSG's objective to nurture Singapore's sporting talents to achieve sporting glory, and to groom such talents to be sporting heroes to the nation.
- (D) This *spex*Carding Athlete Agreement ("**this Agreement**") sets out the details of the *spex*Carding Programme and is made between the SportSG and the undersigned Athlete ("**the Athlete**") together with his respective NSA.
- (E) All Parties agree to work together to achieve sport excellence and glory for Singapore.

THE PARTIES HEREBY AGREE TO THE FOLLOWING:

1. DEFINITIONS AND INTERPRETATION

1.1 In this Agreement, unless the context otherwise requires, the following terms shall have the meanings ascribed to them below:

“Athlete” refers to the undersigned athlete who has been selected to participate in SportSG’s *spexCarding* Programme and together with his NSA has entered into this Agreement;

“Athlete’s Code of Conduct” means the guidelines pertaining to the Athlete’s conduct as set out in **Schedule A**.

“Anti Doping Singapore (hereinafter “ADS”) means the national anti-doping organization in Singapore established to promote and support the eradication of doping in sport in Singapore and the implementation of the World Anti-Doping Agency Code.

“ADS Anti-Doping Rules” means the anti-doping rules governing the conduct of anti-doping activities by ADS (with effect from 10 June 2011 and as revised from time to time)

“Code of Athlete Management (“COAM”) means the principles of effective athlete management and details of the guidelines of establishing a conducive high performance environment from which athletes, coaches, officials and support personnel can operate to achieve operational success issued by SportSG to the NSA.

“Coach” means pathway development coach, youth team coach and any other coach who is engaged/appointed by the NSA in to train and develop the Athlete.

“SportSync” means the online system for different user groups e.g. Coaches, Athletes, Sports Participants and National Sports Associations.

“International Federation” means any governing body of a particular sport that promotes the sport at an international level and creates a common set of rules and organizes international competitions.

“International Standards” means the standards adopted by the World Anti-Doping Agency which work in conjunction with the World Anti-Doping Code, and shall include any and all associated supporting documents such as technical documents, guidelines, reference guides. International Standards shall include any technical documents pursuant to the respective International Standard.

“IP Rights” means the proprietary or commercial rights of or in SportSG’s products, events and promotions (excluding the Athlete’s personality/ image rights).

“Prohibited Substances and Prohibited Methods” means any substance, or class of substances, and any methods so described on the Prohibited List as defined and reviewed from time to time by the World Anti-Doping Agency and adopted by ADS.

“Singapore Sports Medicine Network” means a network of hospitals established and administered by SportSG to provide medical services relating to sports injury, sports physiotherapy and rehabilitation to the Athlete.

“spexTAG Grant” means the financial training assistance grant under this *spexCarding* Programme referred to in paragraph 1 of **Schedule B**.

“spexCarding Application” means the application for the Athlete’s participation in this *spexCarding* Programme submitted via SportSync.

“spexCarding Programme Framework” refers to the framework formulated by SportSG as set out in **Schedule B** in support of the Athlete’s sporting journey as a high performance athlete.

“NSA Guidelines” means the guidelines pertaining to the role and provision of support services of the NSA in the *spexCarding* Programme as set out in **Schedule C**.

“World Anti-Doping Code” means the World Anti-Doping Code administered by the World Anti-Doping Agency adopted by the SportSG and ADS (as revised from time to time).

“Therapeutic Use Exemption” means an authorisation for an athlete to take a medication that falls under the Prohibited List as defined by the World Anti-Doping Agency and adopted by ADS to treat an illness or condition.

- 1.2 In this Agreement, where the context requires, words importing the singular number include the plural number and vice versa; and words importing the masculine gender include feminine gender.

2. ROLE OF THE ATHLETE AND HIS OBLIGATIONS

- 2.1 The Athlete’s participation in the *spexCarding* Programme is subject to him being certified medically fit to participate in the same. Unless otherwise approved by SportSG, the Athlete shall obtain the aforesaid certification prior to the commencement of this Agreement. For avoidance of doubt, any approval granted by SportSG for the Athlete’s participation in the *spexCarding* Programme prior to the Athlete being certified medically fit shall be conditional and subject to the Athlete obtaining such certification.

- 2.2 The Athlete acknowledges that the *spexCarding* Programme supports his continued development as a high performance athlete and in this connection, the Athlete shall:
- (a) use best effort to achieve the performance targets as set out in his *spexCarding* Application (which shall be incorporated by reference and hereby forms an integral part of this Agreement); and
 - (b) abide by the Athlete’s Code of Conduct at all times.

- (c) stand guided by the following fundamental principles:
 - (i) actively taking ownership of his high performance & life development plans. Life development plans include plans for education, career & personal development;
 - (ii) maintaining the highest possible level of physical condition; and
 - (iii) demonstrating values and behavior required to foster doping-free sport and true excellence in performance.

2.3 The Athlete agrees that:

- (a) SportSG has full discretion in all matters relating to his participation in the *spexCarding* Programme and that SportSG's decision on such matters is final;
- (b) his participation in the *spexCarding* Programme is subject to annual performance reviews by the NSA and SportSG's concurrence;
- (c) his participation in sporting activities carries the risk of personal injury and/or death. The Athlete shall take all reasonable care to avoid harm to self or others;
- (d) in event the Athlete is injured during the period of this Agreement, he shall seek medical assistance from SportSG (in particular SSI). The Athlete shall adhere to advice and/or instructions issued to him by SportSG as part of his recovery plan and use best efforts to ensure recovery within the stipulated time frame as advised and/or instructed by SportSG.
- (e) all healthcare providers and/or sports therapists consulted in the twelve (12) months preceding this Agreement are authorized to disclose and/or share any information relevant to the Athlete's performance as an athlete with SportSG and the Singapore Sports Medicine Network.

Compliance with the World Anti-Doping Code

2.4 In support of drug-free sports, the Athlete accepts and undertakes to comply with applicable the provisions of the World Anti-Doping Code, the International Standards, the ADS Anti-Doping Rules and any such policy as may be developed and/or adopted by ADS from time to time governing anti-doping activities. In this connection, the Athlete:

- (a) acknowledges and recognises the authority of ADS;
- (b) shall be knowledgeable of and comply with all applicable anti-doping policies and rules adopted pursuant to the World Anti-Doping Code;
- (c) shall cooperate with ADS and all other recognized World Anti-Doping Code-compliant anti-doping organizations ("**Anti-Doping Organizations**") with respect to their anti-doping programmes and investigations into anti-doping rule violations;

- (d) shall provide up-to-date and accurate information and/or updates to the NSA and/or SportSG on his whereabouts for purposes of out-of-competition doping testing when included in testing pools (whether domestic or otherwise) established and administered by any International Federation, the World Anti-Doping Agency and/or ADS;
- (e) shall allow personal and medical information and data submitted to ADS in accordance with the ADS Anti-Doping Rules to be utilized by ADS, Anti-Doping Organizations and/or other relevant organizations requiring the information for the purposes of implementing the World Anti-Doping Code;
- (f) shall make himself available for sample collection;
- (g) shall be responsible for what he ingests and uses in the context of anti-doping;
- (h) shall not knowingly use performance enhancing substances; and
- (i) shall inform medical personnel of his obligations not to use Prohibited Substances and Prohibited Methods and take responsibility to ensure that any medical treatment received does not violate anti-doping policies and rules adopted pursuant to the World Anti-Doping Code.
- (j) shall take responsibility to ensure appropriate Therapeutic Use Exemption applications are submitted to ADS for approval as soon as a medical condition requiring the use of Prohibited Substances or Prohibited Methods for treatment is diagnosed.
- (k) shall take responsibility to ensure he receives anti-doping education by completing appropriate resources provided by ADS and/or other Anti-Doping Organizations.

Accuracy and Truth of Information

- 2.5 The Athlete represents and warrants that all information given by him to SportSG and/or the NSA for the purpose of the *spexCarding* Application and this Agreement shall be true and accurate. Any material inaccuracy in the information or any concealment of relevant information may render this Agreement null and void, and may subject the Athlete to legal proceedings.
- 2.6 Any change in the Athlete's particulars should be amended in the SportSync immediately.

3. ROLE OF SportSG

- 3.1 SportSG agrees to manage and govern all aspects of the *spexCarding* Programme in accordance with good governance and best practices.
- 3.2 SportSG reserves the absolute right to discontinue and/or vary the support (including the *spexTAG* Grant) to the Athlete under the *spexCarding* Programme in the event that there is any change in

Government's policy for the funding of sport and/or athletes. The Athlete will be given at least one (1) month's notice before such discontinuation and/or variation.

- 3.3 SportSG will disburse the benefits under the *spexCarding* Programme (including the *spexTAG* Grant) to the Athlete through the NSA or directly to him in a manner as SportSG deems fit.

4. ROLE OF NSA

- 4.1 The NSA shall manage and govern the Athlete and his high performance related issues pursuant to this Agreement in accordance with good governance and globally accepted best practices adapted to benefit athletes and NSAs. The NSA acknowledges that it is subject to a yearly audit by SportSG on its organisational excellence, financial and governance systems.
- 4.2 The NSA agrees to undertake all the responsibilities described in the NSA Guidelines, and abide and comply with the principles of the COAM at all times to design and effectively implement the Athlete's development plans. The NSA shall furnish the COAM to the Athlete if he so requests.
- 4.3 The NSA accepts and undertakes to comply with applicable the provisions of the World Anti-Doping Code, the International Standards, the ADS Anti-Doping Rules and any such policy as may be developed and/or adopted by ADS from time to time governing anti-doping activities.
- 4.4 The NSA acknowledges that disbursement of the *spexTAG* Grant shall be in accordance with clause 3.3 above. In event the *spexTAG* Grant for the Athlete is disbursed through the NSA, such funds shall be disbursed by the NSA to the Athlete and any unused grant to be returned to SportSG. SportSG reserves the right to request from the NSA copies of cheques or payment vouchers issued to the Athlete. Upon SportSG's request, the NSA shall also submit reports detailing the disbursement of the *spexTAG* Grant within the stipulated timeline instructed by SportSG.
- 4.5 The NSA shall ensure that there are in place appropriate tracking and monitoring systems on the Athletes' performance, targets, achievements and training attendance.
- 4.6 The NSA shall maintain proper records of the following information pertaining to the Athlete:
- (a) training attendance;
 - (b) performance; and
 - (c) progress/achievement of targets.

Upon request by SportSG, the NSA shall furnish to SportSG such information within the stipulated time and in accordance with the format advised by SportSG, failing which SportSG reserves the right to terminate this Agreement.

5. ROLE OF THE PARENT / GUARDIAN

- 5.1 In event the Athlete is under the age of 18 years at the time of execution of this Agreement, the Parent / Guardian of the Athlete shall consent to the Athlete's participation in the *spexCarding* Programme and the Athlete's obligations of this Agreement by signing on this Agreement, and shall undertake to ensure the Athlete duly and satisfactorily performs and complies with all his obligations, and the terms and conditions under this Agreement.

6. TERM

- 6.1 This Agreement is valid from the date the Athlete is approved for Carding in the SportSync system until the expiry of the carding period.

7. FINANCIAL CONTROL

- 7.1 The Athlete and/or the NSA shall, upon SportSG's request, submit documentary proof of use of the *spexTAG* Grant (or part thereof) within fourteen (14) days of SportSG's request, failing which SportSG may in its sole and absolute discretion require the Athlete and/or the NSA (as the case may be) to return the *spexTAG* Grant (or part thereof) to SportSG.
- 7.2 SportSG reserves the right to vary or suspend wholly or partially the benefits due to the Athlete (including the *spexTAG* Grant) pursuant to this Agreement in event of the Athlete's failure to perform his obligations to the reasonable satisfaction of SportSG.
- 7.3 In the event of any misapplication and/or misuse of the *spexTAG* Grant by the NSA and/or the Athlete, SportSG reserves the right to take any and all appropriate action necessary including but not limited to withholding the disbursement of the *spexTAG* Grant (or part thereof) and/or demanding the NSA or the Athlete (as the case may be) to make immediate repayment of part or all of the *spexTAG* Grant already disbursed to the NSA and/or the Athlete. The NSA shall provide the Athlete an explanation setting out clearly the reasons for the withholding and/or withdrawal of the *spexTAG* Grant.
- 7.4 In event the *spexTAG* Grant (or part thereof) is disbursed to the Athlete following his retirement from sport or discontinuance of participation in the *spexCarding* programme, the Athlete shall return such amount disbursed to him to SportSG through the NSA within (1) one month of notifying SportSG and NSA of his retirement or discontinuance of participation in the *spexCarding* programme.

8 DISPUTE RESOLUTION

- 8.1 Parties shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement promptly by good faith negotiations for a period of 21 days from receipt of written notice that a dispute has arisen. All Parties shall endeavor to resolve issues in tandem with the spirit of co-operation and collaboration.
- 8.2 Any dispute which has not been settled within the 21 day period specified in the preceding clause shall be referred to the SportSG and NSA's representatives (of reasonable position) for a period of 14 days
- 8.3 In event the dispute has not been settled in accordance with clause 8.2 above, the dispute shall be submitted to the Singapore Mediation Centre for resolution by mediation in accordance with the Mediation Procedure for the time being in force. The parties agree to participate in the mediation in good faith and undertake to abide by the terms of any settlement reached.
- 8.4 In event the dispute remains unresolved in accordance with the preceding, clause after reasonable effort has been made by Parties, Parties may refer the dispute for final resolution by arbitration in Singapore in accordance with the Arbitration Rules of the Singapore International Arbitration Centre ("SIAC Rules") for the time being in force, which rules are deemed to be incorporated by reference in this clause.

9. TERMINATION AND CONSEQUENCES

Termination by Athlete

- 9.1 The Athlete may, by written notice and after prior consultation and discussion with the NSA and SportSG in conjunction with his Coach, withdraw from the *spexCarding* Programme and terminate this Agreement at any time.
- 9.2 Such termination shall be effective from the date SportSG receives the Athlete's or the NSA's written notice of termination (on behalf of the Athlete) setting out specific reasons for the Athlete's withdrawal. Where the Athlete is below 18 years of age, the written notice of termination must be countersigned by his Parent / Guardian.

Termination by NSA

- 9.3 The NSA may recommend for SportSG's consideration and approval the termination and/or variation of this Agreement for reasons due to the Athlete's cause or the NSA's inability to cooperate with SportSG in the *spexCarding* Programme and/or perform its obligations vis-à-vis the Athlete

under this Agreement. The NSA shall notify the Athlete in writing of its reasons for making its recommendation to SportSG.

- 9.4 Where the NSA's recommendation for termination and/or variation is due to the Athlete's cause, the NSA shall ensure that the Athlete has access to a proper appeal process to be administered by the NSA prior to making its recommendations to SportSG. Thereafter the NSA shall notify SportSG of its intention to proceed with or withhold its recommendation.
- 9.5 The Athlete may request for SportSG to review the NSA's recommendation to terminate/vary this Agreement by submitting to SportSG oral and/or written representations detailing the grounds of his appeal. Thereafter, SportSG shall consider his submissions and inform the Athlete in writing of its decision which shall be made in good faith.
- 9.6 In event the NSA's recommendation is approved by SportSG the NSA shall serve a written notice on the Athlete detailing the specific reasons for termination and/or variation of this Agreement. The termination shall be effective one (1) month following the date of the said notice.

Termination by SportSG

- 9.7 SportSG may, in its absolute discretion, which shall be reasonably exercised, by written notice to the Athlete and the NSA terminate this Agreement immediately upon the occurrence of any of the following events of default:
- (a) where SportSG, in consultation with the NSA, determines that the performance of the Athlete in the sport in furtherance of the *spexCarding* Programme does not sufficiently meet the performances or is unsatisfactory;
 - (b) where the Athlete is convicted by any court of law of any crime or violation of law or regulation which could bring the Athlete, the SportSG, the *spexCarding* Programme or the NSA into adverse publicity, embarrassment or disrepute;
 - (c) where the Athlete commits an act of bankruptcy;
 - (d) where the Athlete is found to have engaged in corrupt practices of any form;
 - (e) where the Athlete commits an act of insobriety, gross impropriety or misconduct;
 - (f) where SportSG is of the opinion that the Athlete is guilty of conduct unbecoming of a national athlete of Singapore;

- (g) where the Athlete knowingly fails, refuses or neglects to observe and/or comply with any orders, directions, instructions, rules or regulations made by SportSG (that apply generally to all athletes participating in the *spexCarding Programme*) or by the NSA;
- (h) where there is a breach of any material representation or any warranty or undertaking by the Athlete to SportSG or the NSA;
- (i) where the Athlete is in breach of any part of this Agreement and such breach is material and may not be remedied; or, if the breach may be remedied, he fails to remedy the same within 21 days (or such longer reasonable period as may be extended by SportSG) after SportSG or the NSA (as the case may be and whichever earlier) has notified the Athlete in writing of the breach, or where the Athlete is in *persistent* breach;
- (j) where the Athlete makes an application to give up his Singapore citizenship or to take up permanent residence in another country; or
- (k) where the Athlete has violated anti-doping policies and rules adopted pursuant to the World Anti-Doping Code.
- (l) where the Athlete has given written notice to ADS and SportSG of their retirement from the respective sport.
- (m) where the Athlete leaves Singapore to represent any other sporting organisation (including national sports associations in another country but excluding Singapore schools, universities, and clubs) or country without first having obtained written approval from SportSG. SportSG reserves the right to refuse such approval in its sole discretion.

9.8 Upon receipt of SportSG's written notice referred to in clause 9.7 above, the Athlete may, if he so wishes to do so, furnish written representations and/or submissions to SportSG (the "**Representations**") within twenty-one (21) days of receipt of the said written notice setting out minimally the following:

- (a) reasons for SportSG to allow the Athlete to continue his participation in the *spexCarding Programme*;
- (b) the Athlete's improvement and/or plans for improvement (where the grounds for proposed termination are in relation to behavior/conduct and/or performance); and
- (c) any other instructions issued by SportSG.

Thereafter, SportSG shall consider the Representations and inform the Athlete of its decision to impose disciplinary measures and/or uphold the termination of this Agreement. In this regard, SportSG's discretion shall be reasonably exercised taking into consideration all circumstances.

9.9 Without prejudice to its rights whatsoever, SportSG may, in its absolute discretion, instead of terminating this Agreement when entitled to do so, elect to impose disciplinary measures (where so appropriate) and/or vary the benefits of the *spexCarding* Programme to the Athlete.

Effects of Termination

9.10 Upon termination of this Agreement:

- (a) the Athlete shall cease to be involved in the *spexCarding* Programme and shall no longer be entitled to any benefits under it.
- (b) SportSG shall have the right to recover from the Athlete all monies disbursed and/or expenses incurred, or any part thereof, by SportSG for and/or on behalf of the Athlete pursuant to this Agreement up to the date of termination. Before exercising its right to recover the Monies, or any part thereof, SportSG shall act reasonably and shall consider all circumstances leading up to the termination.

10 EXCLUSION OF LIABILITY AND INDEMNITY

10.1 The Athlete unconditionally agrees and accepts the following: -

- (a) to absolve SportSG, the NSA and their respective staff, servants and/or agents from any liability in respect of any loss, damage, injury and/or death howsoever occasioned by reason of and in connection with his participation in the *spexCarding* Programme or any training under/ pursuant to the *spexCarding* Programme; and
- (b) to indemnify and keep harmless SportSG and the NSA against all proceedings, claims, costs and expenses whatsoever which may be taken or made against SportSG and/or the NSA or incurred or become payable by SportSG and/or the NSA in respect of injury to any person and/or damage or loss to any property occasioned by any act, willful omission or other default of the Athlete, arising from the funding and/or other support or facilitation provided by SportSG/ the NSA to the Athlete.

11 INDULGENCE AND WAIVER

11.1 Any forbearance, delay or indulgence granted by SportSG in enforcing any of the terms and conditions of this Agreement or any extension of time granted by SportSG to the other Party to perform his obligations under this Agreement shall not be deemed a waiver of breach and shall not prejudice, affect and/or restrict SportSG's rights and powers under this Agreement or at general law.

11.2 Any waiver by a Party of any breach of any provision of this Agreement shall not operate as a waiver of any subsequent or continuing breach thereof.

12 INTELLECTUAL PROPERTY (“IP”)

- 12.1 The NSA and the Athlete acknowledge and accept that SportSG owns all Intellectual Property (“IP”) rights used in relation to this Agreement and the *spexCarding* Programme and shall not do anything to cause such IP rights to be interfered with, diminished, lost and/or damaged.
- 12.2 The Athlete and his Parent / Guardian understand and consent that the utilisation of the Athlete’s name, image, likeness, performance and appearances in events/activities (including photographs, digital images, film and recordings) by the NSA and SportSG will be permitted during and after the termination of this Agreement for the promotion of ‘Sporting Singapore’ objectives. The NSA and SportSG shall ensure that such use is not detrimental to the Athlete’s reputation, derogatory and/or offensive.

13 NO CORRUPTION

SportSG shall be entitled to terminate the Contract at any time and to recover from the Athlete and/or the NSA the amount of any loss resulting from such termination, if the Athlete and/or the NSA has offered or given or agreed to give to any person any gift or consideration of any kind as an inducement or reward for doing or forbearing to do or for having done or forborne to do any act in relation to the obtaining or execution of the Agreement with SportSG, or for showing or forbearing to show favour to any person in relation to any dealing with SportSG, or if the like acts shall have been done by any person employed by the Athlete and/or the NSA or acting on its behalf (whether with or without the knowledge of the Athlete and/or the NSA) or if, in relation to any contract with SportSG, the Athlete and/or the NSA or any person employed by the Athlete and/or the NSA or any person acting on its behalf shall have committed any offence under Chapter IX of the *Penal Code (Chapter 224)* or *Prevention of Corruption Act (Chapter 241)* or shall have abetted or attempted to commit such an offence or shall have given any fee or reward the receipt of which is an offence under Chapter IX of the *Penal Code (Chapter 224)* or the *Prevention of Corruption Act (Chapter 241)*.

14 CONFIDENTIALITY

- 14.1 Each Party agrees that it shall not at any time after the execution of this Agreement disclose to any person (other than to its professional advisors on a need-to-know basis) or use for its own purpose (other than strictly for the co-operation and collaboration contemplated under this Agreement), and shall use its best endeavors to prevent the publication or disclosure of, any information concerning the business, accounts, or finances of the other Party and any other information of a proprietary or confidential nature belonging to or concerning the other Party.

14.2 Any announcement or press statement to be made in respect of this Agreement shall be approved by both Parties before the publication or release thereof.

14.3 The Parties' obligations of confidentiality shall survive the expiry or termination of this Agreement, unless the information in question has entered the public domain due to no breach or default of any Party or disclosure of such information is with the prior written consent of the other Party. In respect of personal data received, the parties shall comply with the Personal Data Protection Act 2012 (hereinafter "Act") except as otherwise exempted under the Act.

15 SCHEDULE

15.1 The Schedule(s) annexed shall be read with and shall form part of this Agreement.

16 ENTIRE AGREEMENT / VARIATIONS

16.1 This Agreement contains the entire agreement between the Athlete (or his Parent/Guardian as the case may be), the NSA and SportSG. No variation of the terms of this Agreement shall be valid or binding on the Parties unless consented in writing by the Parties.

16.2 Parties agree that SportSG shall also have the absolute right at any time to review and vary the terms of this Agreement in any manner it deems fit, and such variation shall be effective upon expiry of thirty (30) days' written notice to the Athlete of such variation.

17 EXCLUSION OF THIRD PARTY RIGHTS

17.1 The Contracts (Rights of Third Parties) Act (Cap. 53B) of Singapore shall not, under any circumstances, apply to this Agreement and any person who is not a party to this Agreement (whether or not such person shall be named, referred to or otherwise identified, or form part of a class of persons so named, referred to or identified in this Agreement) shall have no right whatsoever under the Contracts (Rights of Third Parties) Act (Cap. 53B) to enforce this Agreement or any of its terms.

SCHEDULE A

ATHLETE'S CODE OF CONDUCT

1 The Athlete will:

- (a) Collaborate and take active ownership with the Coach, NSA and SportSG/SSI for both his high performance and athlete life development which basically comprises education, career and personal development.
- (b) For high performance development, ensure that his Personal Coach collaborates with the NSA's High Performance personnel and SportSG to fulfill his 'High Performance Plan'.
- (c) Comply with his high performance development plan to the best of his abilities.
- (d) Provide regular updates on his performance progress and personal development to the NSA and/or SportSG. This includes the submission of achievements and receipts where necessary.
- (e) Promptly inform the NSA 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 NSA / SportSG designated training camps, competitions and events. If the Athlete is unable to attend, must inform the NSA and SportSG within 3 days of being notified, citing reasons and documentary proof (exams, overseas, etc).
- (g) Refrain from participating in any competition that is not permitted under the policies of the NSA and SportSG, unless both bodies grant approval.
- (h) Ensure that either the NSA or himself update SportSG within 7 days of the changes to personal information, competition results and training schedule through SportSync. They must officially inform SSI and their NSAs if they are retiring from competitive sport or dropping out from the *spexCarding* programme within 7 days providing reasons for the decision.
- (i) Keep informed of current policies and changes or contact the relevant personnel from the NSA or SportSG when in doubt. SportSG updates all NSAs and athletes on important developments through NSA Circulars, SportSync system announcements and the SSI Facebook page.

Medical & Physical Fitness, Information and Research

2 The Athlete agrees and consents to:

(a) Give full and honest disclosure of:

(i) His medical history (including all prescribed and consumed drugs, supplements and medication) to SSI's Sport Medicine staff.

(ii) The names and contact information of all healthcare providers who have been consulted with regards to his medical conditions.

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

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

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

(c) Authorise SSI's Sport Medicine 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 SSI to use the information derived from its services for the purposes of research and/or coach education. SportSG will take reasonable steps to maintain the anonymity and protect the Athlete's privacy.

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

3 The Athlete understands that refusal to give consent for such details will not affect his access to medical care or treatment, but accepts that it 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 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, the NSA, SportSG, the International Federation, the International Olympic Committee (IOC) 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.

5 The submission of personal and medical information and data to ADS in accordance with these 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 these Anti-Doping Rules.

The provisions of this Clause 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 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.

- (b) Neither use nor permit the use of the Team Uniform for any commercial purpose without prior written consent of the NSA and SportSG.

National Representative, Sports Ambassador & Role Model

7 The Athlete recognises that his behaviour will reflect on the NSA, SportSG and the Sport. He agrees to conduct himself 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 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.
- (c) Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.
- (d) Obtain prior consent and approval of the NSA and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.
- (e) Not make any public statement which is derogatory of SportSG, the NSA, 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") upon another sporting competitor on a personal basis and not related to the sporting event/competition or the Sport. Fair comment upon a fellow competitor made honestly and without the use of offensive language where the substance of the comment is known (or can be shown) to be true will not constitute disparaging remark for the purpose of this Agreement.
- (f) Support and promote the NSA, 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. Promote the Team Singapore brand generally when the opportunity arises, including but not limited to, through the Ambassador's social networks.

iv. 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..

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 The provision of clauses 7 and 8(f) 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 IOC website for reference.

(End of Schedule A)

SCHEDULE B

SportSG spexCarding PROGRAMME FRAMEWORK

1. Carded athletes on the spexCarding Programme are eligible to receive spexTAG (Training Assistance Grants) under the SportSG's spexCarding programme. The quantum corresponds with the spexCarding levels as follows in the table below. There is no associated spexTAG grant for provisional carding.

Carding Level	Individual	Team
E1 E1P	\$6,000	\$60,000
E2 E2P	\$4,800	\$48,000
E3 E3P	\$2,400	\$24,000
B4	0	0
Y+	\$1,200	\$12,000
Y	0	0
Temporary Carding	0	0

** figures above are computed based on a spexCarding term of one (1) year from 1 April to 31 March (the following year). In the event this Agreement commences later than 1 April and the Athlete's spexCarding period is therefore less than one (1) year, the figures above shall be pro-rated accordingly.*

2. SportSG athlete support services include:

(a) Needs-based support under the various athlete support programmes.

(b) Medical insurance (spexMEDIC) coverage with respect to sports-related injuries arising from their participation in this Agreement. There is a capped amount per injury and a limited time period coverage.

3. Subject to the terms and conditions herein and at its absolute discretion, SportSG agrees to grant to the Athlete financial assistance of up to the maximum monetary amount and benefits under the various athlete support schemes based on the Athlete's carding level, which will be reviewed annually.

4. To engage both the Athlete and NSA to develop individual training plans based on mutually agreeable performance goals, high performance preparation plans and support service requirements.

5. With the NSA and the Athlete, SportSG shall regularly monitor and review the Athlete's performance and progress. The Athlete and NSA need to maintain records in SportSync on training and competition schedules, targets and achievements.

6. SportSG will provide, either through collaterals, internet or upon request, information and instructions as the Athlete may reasonably require to perform his obligations under this Agreement, and to publish written policies and procedures including:

(a) Eligibility Requirements.

(b) Selection, non-selection and appeal procedures for the *spex*Carding programme.

(c) Anti-Doping Rules.

(d) Athlete support services guidelines.

(e) Injury and health management guidelines.

7. SportSG will ensure that an SSI staff will be available at reasonable times to receive and consider any requests for advice, information reports, applications or other matters.

8. SportSG agrees to manage its relationship with the Athlete and NSA in a manner that develops openness, honesty, mutual trust and respect, and ensures the highest professional and ethical standards.

9. SportSG reserves the right to reject any applications submitted if the terms and conditions are not met or if applications are incomplete.

10. Personal Information

10.1 Any personal information received pursuant to the terms of this Agreement may be retained and used by SportSG for any purposes of the programmes under this Agreement. Such personal information shall not be disclosed to any third party without prior consent of the Athlete or unless required under any legislation in force at the time of disclosure or compelled by Order of Court or by direction of the Police.

10.2 Any personal and/or confidential information received for the purpose of anti-doping shall be shared, stored and managed according to the WADA International Standard for the Protection of Privacy and Personal Information.

10.3 SportSG shall not disclose any personal and/or confidential information relating to the Athlete's medical history, which shall be kept strictly confidential and only accessed for purposes related to the Athlete's high performance plans, performance and SportSG's support.

(End of Schedule B)

SCHEDULE C

NSA GUIDELINES

ROLE OF THE NSA AND NSA SUPPORT SERVICES

1. The NSA will provide, to the best of its abilities, the necessary support and benefits to all Athletes participating in the *spexCarding* programme until the expiration of the Agreement. These include:

(a) Expert coaching & training support.

(b) Well-equipped high performance training facilities.

(c) Medical services and sports science support.

(d) Fair training and competition opportunities (as regulated by objective and transparent selection policies).

(e) Life skills management and professional development support.

(f) Necessary health and travel insurance.

(g) Travel and accommodation allowances (where appropriate).

(h) Education on anti-doping and the values of sport.

2. Planning and Implementation

2.1 The NSA will endeavor to involve the Athlete(s) and the Coach to plan, monitor and review the Athlete's on an ongoing basis to ensure that targets are set and the Athlete continues to progress accordingly.

2.2 The NSA will proactively identify ways of enhancing Athletes' development and performance progress.

2.3 The NSA will also effect strategies to help Athletes achieve their personal / professional development goals. The NSA can consult the SportSG Sport Performance Manager to assess criteria and put in place effective systems to identify and develop athletes – such as systems to assess potential, put up developmental plans, targets, training and competition plans, etc.

3. Athlete Development

3.1 The NSA will regularly review performance goals and submit performance plans, updates, budgets and reports in a timely manner (or as required by the SportSG) through SportSync, to enable effective monitoring of the Athlete's progress and performance in the Sport.

3.2 The NSA will inform the Athlete within 3 days of:

(a) Selection, non-selection and appeal policies and procedures for representation and the eligibility into the spexCarding Programme.

(b) Competition and training schedule.

(c) Competition rules and regulations.

(d) Eligibility requirements and procedures.

(e) The Schedule of Annual Key Performance Indicators.

(f) Anti-Doping Rules.

(g) Injury and health management guidelines.

(h) Grievance and Disciplinary Rules and Procedures pertaining to their status as a national athlete.

(i) Policy reviews and changes to plans and/or athlete support services, if any.

3.3 The NSA shall provide SportSG with prompt updates relevant to the Athlete's particulars, individualised training, competition and professional development plans.

3.4 The NSA shall adopt current best practices with respect to selection, elite training and/or competition preparations and athlete support services.

3.5 The NSA shall accept the Anti-Doping Policy of Singapore and the ADS Anti-Doping Rules which are established in accordance with the World Anti-Doping Agency (WADA) Code as the basis for the fight against doping in sport;

3.5.1 By the adoption of the Anti-Doping Policy of Singapore and the ADS Anti-Doping Rules, the NSA:

(a) Agrees to at all times and in respect of ADS' affairs and activities, observe, abide by and implement the provisions of the Anti-Doping Policy of Singapore and the ADS Anti-Doping Rules.

(b) Recognises the authority and responsibility of ADS for implementing the Singapore Anti-Doping Programme and authorises ADS to carry out Doping Control, and their members and participants accordingly recognise and accept this authority and responsibility.

3.6 The NSA will ensure that a member of its High Performance staff will be available at reasonable times to receive and consider any requests for advice, information reports, applications or other matters.

3.7 The NSA agrees to manage its relationship with the Athlete and the NSA in a manner that fosters openness, honesty, mutual trust and respect, and ensures the highest professional and ethical standards.

3.8 The NSA is expected to continually review and enhance its high performance programmes and support structure.

3.9 The NSA must keep all athletes updated on information sent by SportSG through NSA Circulars.

(End of Schedule C)

The following section sets out the sport-specific agreement between the NSA and Athlete.

Athlete Signature

NSA Signature

Name of Athlete & Date

Name of SA Staff & Date