

Paddle Worldwide

Integrity Unit & Adjudicatory Panel

Terms of Reference

Taking effect from 27th July 2026

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Introduction

These Terms of Reference ("ToR") complement the Paddle Worldwide Statutes, which were adopted by Congress on 26 July 2026 ("Statutes"). The ToR set out the operating rules that the Statutes leave to be defined in a ToR and expand, in practical detail, the duties, responsibilities and working methods of the Integrity Unit and Adjudicatory Panel, including how often it meets, how meetings are called and run, what the order of business is, how quorum and voting work, how members are elected or replaced, how conflicts of interest are handled in the room and how confidentiality is maintained.

The ToR are intended to ensure that all integrity-related matters are handled independently, fairly, efficiently and consistently with the Statutes, the applicable Paddle Worldwide rules and regulations, the principles of natural justice, and internationally recognised good governance standards in sport.

For the avoidance of doubt, the Integrity Unit and the Adjudicatory Panel are separate bodies. The Integrity Unit is responsible for the intake, preliminary assessment, jurisdictional assessment, investigation, prosecution, education, monitoring and referral of integrity-related matters. It may also exercise such non-delegated anti-doping coordination, monitoring, education and liaison functions as fall within its mandate under the Statutes and the applicable Paddle Worldwide Rules, and shall exercise supervisory and oversight powers in relation to election integrity, candidature eligibility, vetting, and disclosure procedures.

The Adjudicatory Panel is responsible for deciding matters referred to it and, where appropriate, imposing measures or sanctions in accordance with the Statutes and the applicable Paddle Worldwide Rules.

Chapter 1 - General Provisions

Article 1 - Purpose, Scope and Status of these Terms of Reference

1.1. These ToR give operational effect to the governance framework of Paddle Worldwide established by the Statutes. These ToR apply to the Integrity Unit members (Chair and members), the Adjudicatory Panel members, and any involved individual.

1.2. The ToR purpose is to define, in practical detail, how the Integrity Unit and Adjudicatory Panel conduct their business – including the matters the Statutes expressly leave to be defined in a ToR.

1.3. These ToR are approved and adopted, and may be amended, by the Paddle Worldwide (“PW”) Council. In the event of any inconsistency between these ToR and the Statutes, the Statutes shall prevail. The applicable Procedural Rules may regulate the detailed procedural aspects of matters falling within the mandate of the Integrity Unit or the Adjudicatory Panel, provided that such Procedural Rules are consistent with the Statutes and with the fundamental principles set out in these ToR. In the event of any inconsistency between these ToR and any policy, procedure or other regulatory document adopted by Paddle Worldwide, these ToR shall prevail, unless the relevant policy, procedure or regulatory document gives effect to mandatory legal, anti-doping or safeguarding obligations that cannot be varied by these ToR.

Article 2 - Definitions and Interpretation

2.1. Unless otherwise defined in these ToR, capitalised terms shall have the meaning given to them in the Statutes and the applicable Paddle Worldwide rules and regulations.

2.2. For the purposes of these ToR:

- **“Adjudicatory Panel”** or **“AP”** means the body established under Article 67 of the Statutes to decide matters referred to it in accordance with the Statutes and the applicable Paddle Worldwide rules and regulations.
- **“AP Member”** means a member of the Adjudicatory Panel approved by Congress.
- **“Case Lead”** means an IU Member, official, investigator or other person designated by the Integrity Unit to manage, assess, investigate or prosecute a matter on behalf of the Integrity Unit.
- **“IU Chair”** means the Chair of the Integrity Unit.
- **“Integrity Code”** means the Paddle Worldwide regulatory framework for integrity matters, including the Code of Ethics and any other integrity-related rules adopted by Paddle Worldwide from time to time. References to the Integrity Code shall include the Code of Ethics and any applicable integrity-related rules, policies or procedures adopted by Paddle Worldwide.

- **“Integrity Matter”** means any matter falling within the scope of Article 66.1 of the Statutes or any other matter assigned to the Integrity Unit under the Statutes or the Paddle Worldwide rules and regulations.
- **“Integrity Unit” or “IU”** means the body established under Article 66 of the Statutes.
- **“IU Member”** means the Chair and each member of the Integrity Unit.
- **“Involved Individual”** means any person appointed, instructed or engaged to support the functions of the IU or AP, including officials, operational staff (e.g. Safeguarding Officer), secretariat staff, external investigators, experts, consultants and service providers.
- **“Participant”** means all persons and entities falling within the scope of the Paddle Worldwide Ethics Code which is part of the Paddle Worldwide Integrity Code.
- **“Respondent”** means any person or entity against whom an allegation is made, an investigation is opened, a notice of charge is issued, or proceedings are commenced before the Integrity Unit and/or Adjudicatory Panel.

2.3. References to a “matter” include reports, complaints, referrals, intelligence, information, allegations, investigations, prosecutions, applications for provisional measures and proceedings.

2.4. References to written communication include email and any secure digital case-management or reporting platform approved for use by Paddle Worldwide.

Article 3 - General Duties and Standards of conduct

3.1. Each IU Member, AP Member and involved individual shall act independently, impartially, diligently, in good faith and solely in the interests of the integrity of paddle sport and the proper administration of justice within Paddle Worldwide.

3.2. Each such person shall:

- comply with the Statutes, these ToR and all applicable Paddle Worldwide rules and regulations;
- maintain the highest standards of integrity, fairness, independence, professional conduct and confidentiality;
- avoid any actual, potential or perceived conflict of interest;
- make all required disclosures promptly and accurately;
- cooperate with eligibility, vetting and integrity checks;
- treat all persons involved in a matter with dignity and respect;
- protect confidential information and personal data;
- refrain from any conduct that could undermine confidence in the independence or impartiality of the Integrity Unit or the Adjudicatory Panel; and

- not seek, accept or act on instructions from any Paddle Worldwide body, National Federation, Continental Association, candidate, host, stakeholder, party, witness or other third party in relation to an individual matter.

3.3. Upon election, appointment or engagement, each IU Member, AP Member and involved individual shall be deemed to have accepted these ToR and shall sign any declaration of independence, confidentiality, eligibility, disclosure and conflict of interest required by the Integrity Unit.

Article 4 - Operational Independence

4.1. No Paddle Worldwide body, officer, employee, National Federation, Continental Association or other person may direct, instruct, influence or interfere with the Integrity Unit or the Adjudicatory Panel in relation to an individual matter.

4.2. No person may access an Integrity Unit or Adjudicatory Panel case file unless access is necessary for the performance of a function under the Statutes, these ToR or the applicable Paddle Worldwide rules and regulations, or unless disclosure is required by law or by a competent authority. Any person who so accesses an Integrity Unit or Adjudicatory Panel case file shall immediately inform the Chair of the Integrity Unit of such access.

4.3. Administrative, logistical, financial, technological or legal support provided by Paddle Worldwide shall not compromise the independence, confidentiality or case-management autonomy of the Integrity Unit or the Adjudicatory Panel.

Article 5 - Conflicts of Interest

5.1. A conflict of interest exists where a person has, or may reasonably be perceived to have, any personal, professional, financial, institutional, national, sporting, disciplinary, political or other interest, relationship or involvement that could affect, or reasonably be perceived as affecting, the independent, impartial and timely performance of their duties. These interests include gaining any possible advantage for the persons bound by these rules for themselves, members of their family, relatives, friends and acquaintances.

5.2. Each IU Member, AP Member and involved individual shall disclose any actual, potential or perceived conflict of interest as soon as it arises or becomes known.

5.3. A conflicted person shall not receive non-public case information, conduct or direct an assessment or investigation, communicate with parties on the merits, appoint an adjudicatory panel, sit on an adjudicatory panel, deliberate, vote, issue directions, influence the handling of the matter, or otherwise participate in any procedural, investigative, prosecutorial or adjudicatory step relating to the matter.

5.4. The existence of a conflict shall be determined having regard to both actual bias and the appearance of bias. A person shall be recused where there are justifiable doubts as to their independence or impartiality.

5.5. All disclosures, recusals and decisions on conflicts shall be recorded in the case file or, for non-case matters, in the relevant minutes.

5.6. Every member and involved individual must strictly adhere to and observe the Paddle Worldwide Code of Ethics, as part of the Integrity Code and the IOC Code of Ethics (as referred to in the Olympic Charter).

Article 6 - Confidentiality and Data Protection

6.1. All information obtained, created, received or held in connection with an Integrity Matter is confidential and shall be used only for the purposes of performing functions under the Statutes, these ToR and the applicable Paddle Worldwide rules and regulations.

6.2. Documents, correspondence, witness information, deliberations, internal assessments, draft decisions and case files shall not be disclosed except where disclosure is authorised under the applicable rules, necessary for the proper handling of a matter, required by law or a competent authority, or necessary to protect any person from harm.

6.3. Personal data shall be processed lawfully, fairly, securely and only to the extent necessary and proportionate for legitimate integrity, disciplinary, safeguarding, governance, legal or regulatory purposes.

6.4. The duty of confidentiality continues after the end of any term of office, appointment, engagement, employment or contractual relationship.

6.5. Public communications in relation to individual matters may only be made in accordance with the applicable Paddle Worldwide rules and regulations and shall not compromise the fairness of proceedings, the rights of parties, the protection of minors or vulnerable persons, or applicable data protection obligations.

Article 7 - Meetings

7.1. The Integrity Unit and the Adjudicatory Panel shall meet as often as necessary to perform their functions. Meetings may be held in person in accordance with the applicable Paddle Worldwide Rules, by telephone, by videoconference, by secure electronic means, or by written resolution, unless the applicable rules require otherwise.

Article 8 - Term of Office, Eligibility and Vacancies

8.1. The term of office and term limits of IU Members and AP Members shall be those set out in the Statutes and in this ToR. Where neither specifies, Members serve four (4) years and may serve a maximum of three (3) consecutive terms in the same role.

8.2. Each IU Member and AP Member must remain eligible throughout their term of office. A member shall immediately disclose any circumstance that may affect their eligibility, independence, impartiality or ability to perform their functions.

8.3. A vacancy arises where the mandate of an IU Member or AP Member has terminated in accordance with the Statutes, these ToR or the applicable Paddle Worldwide Rules.

8.4. Where a vacancy arises in the Integrity Unit, the Paddle Worldwide Council may appoint an eligible interim replacement to serve until the next Paddle Worldwide Congress. Any interim appointment shall be submitted to the next Paddle Worldwide Congress for approval or ratification, as applicable. If not so approved or ratified, the interim appointment comes to an end, the vacancy arises once again, and the vacancy may not be filled by interim appointment of the person whose appointment failed to be approved or ratified by the Paddle Worldwide Congress.

8.5. Where a vacancy arises in the Adjudicatory Panel, the position shall remain vacant until the next Paddle Worldwide Congress, unless the Statutes or the applicable Paddle Worldwide Rules provide otherwise. The Integrity Unit shall propose a new AP Member for approval by Paddle Worldwide Congress.

8.6. Where a member is already appointed to a deciding Panel before the expiry of their term, that member may continue to sit on that deciding Panel until the final determination of the matter, unless the member is conflicted, removed, no longer eligible, or otherwise unable or unfit to continue.

Article 9 - Suspension, Removal and Loss of Office

9.1 The mandate of an IU Member or AP Member shall terminate upon:

- expiry of the term of office;
- written resignation;
- death;
- incapacity preventing the performance of duties;
- loss of eligibility;
- a final decision finding an integrity-related or any violation or other material misconduct that justifies removal;
- removal in accordance with the Statutes, these ToR and the applicable Paddle Worldwide rules and regulations; or
- any other ground expressly provided in the Statutes or applicable rules or contracts.

9.1. A member may be suspended on a provisional basis from exercising their functions where a prima facie case exists that the member has lost eligibility, committed an integrity-related violation, breached confidentiality, failed to disclose a conflict of interest, refused or failed to

cooperate with an investigation, or engaged in conduct that may materially undermine confidence in Paddle Worldwide, the Integrity Unit or the Adjudicatory Panel.

9.2. Removal shall not occur unless the member concerned has been given written notice of the grounds relied upon and a reasonable opportunity to be heard, except where the member has resigned or where loss of eligibility is automatic under the Statutes or applicable law.

9.3. Where an allegation, concern or suspicion of an integrity-related violation arises in relation to an IU Member, that IU Member shall be deemed conflicted and shall not participate in the matter. The remaining non-conflicted IU Members shall conduct the preliminary phase of the matter and, where appropriate, refer it to the Adjudicatory Panel for determination.

9.4. Where an allegation, concern or suspicion of an integrity-related violation arises in relation to an AP Member, the Integrity Unit shall conduct the preliminary phase of the matter and, where appropriate, refer it to the Adjudicatory Panel for determination. The AP Member concerned shall be deemed conflicted and shall not participate in the matter except as provided in Article 9.3 above of these ToR once the matter has been referred to the Adjudicatory Panel.

9.5. Any provisional suspension, removal or loss-of-office decision concerning an IU Member or AP Member shall be determined by the Adjudicatory Panel, composed only of non-conflicted AP Members, in accordance with the Statutes, these ToR and the applicable Paddle Worldwide Rules. Any such decision shall be final and binding within Paddle Worldwide and may be challenged only before the Court of Arbitration for Sport in accordance with the Statutes and the applicable Paddle Worldwide Rules.

9.6. Where there are insufficient non-conflicted AP Members to determine a matter concerning an IU Member or AP Member, the Paddle Worldwide Council shall appoint an independent external person or ad hoc panel with appropriate legal or integrity expertise to determine the matter for that purpose only, subject to the same duties of independence, impartiality, confidentiality and conflict disclosure as an AP Member.

Article 10 - Expenses, Remuneration and Working Language

10.1. Unless otherwise determined by the Paddle Worldwide Council or provided in an applicable contract, IU Members and AP Members serve without remuneration, but may be reimbursed for reasonable and documented expenses incurred in the performance of their functions in accordance with the applicable Paddle Worldwide travel and financial policies.

10.2. External investigators, experts, legal counsel, consultants or service providers may be remunerated in accordance with their terms of engagement and the applicable budget and procurement rules.

10.3. The working language of the Integrity Unit and the Adjudicatory Panel is English. Official documents, notices, filings, decisions, minutes and reports shall be produced in English, unless the applicable rules provide otherwise.

Chapter 2 - Integrity Unit

Article 11 - Role and Mandate of the Integrity Unit

11.1. The Integrity Unit shall have the mandate set out in Article 66 of the Statutes and shall exercise its functions in accordance with the Statutes, these ToR and the applicable Paddle Worldwide Rules.

11.2. The Integrity Unit shall, in accordance with the applicable Paddle Worldwide Rules, be responsible for the first phase of all Integrity Matters and shall exercise the following powers and responsibilities, without limitation:

- a) receive, register, assess, classify and manage all Integrity Matters falling within its mandate, including disciplinary, ethics, safeguarding, competition manipulation, illicit betting, corruption, conflicts of interest, eligibility, vetting and other integrity-related matters;
- b) conduct preliminary assessments, jurisdictional assessments, investigations and prosecutions of potential violations of the Statutes and the applicable Paddle Worldwide Rules;
- c) obtain, process and share relevant information and intelligence with competent stakeholders, sporting bodies, public authorities and other relevant organisations, where necessary and proportionate;
- d) close matters, refer matters to competent bodies or authorities, issue or cause to be issued notices of charge, and refer matters to the Adjudicatory Panel for determination;
- e) apply for provisional, protective or conservatory measures in accordance with these ToR and the applicable Paddle Worldwide Rules;
- f) appoint the deciding Panel from among the AP Members in accordance with the Statutes, these ToR and the applicable Paddle Worldwide Rules;
- g) handle all anti-doping responsibilities of Paddle Worldwide, which have not been delegated to a third-party;
- h) exercise election integrity, candidature eligibility, vetting, disclosure and candidate-confirmation functions in accordance with these ToR and the applicable Procedural Rules;
- i) provide, support or participate in education, awareness and prevention initiatives for Officers, Paddle Worldwide Members, stakeholders, staff, athletes and other persons

bound by the Statutes or the applicable Paddle Worldwide Rules;

- j) approve, review and implement a strategic plan for the Integrity Unit, and review and recommend amendments to Paddle Worldwide rules and regulations relating to integrity matters;
- k) engage or contract investigators, experts, advisers, legal counsel or other third parties where necessary for the performance of its functions;
- l) represent, or ensure that Paddle Worldwide is represented, in integrity-related cooperation, conferences and international relations; and
- m) perform any other task assigned to the Integrity Unit by the Statutes, the applicable Paddle Worldwide Rules or a competent Paddle Worldwide Body.

11.3. The Integrity Unit shall not decide whether a Respondent has committed a violation or impose final sanctions, except where the applicable rules expressly permit an agreed outcome, administrative closure, referral, eligibility or governance determination, or other non-adjudicatory case-management decision. Final contested determinations on violations and sanctions shall be made by the Adjudicatory Panel.

11.4. The Integrity Unit shall be authorised to exercise supervisory and oversight powers in relation to the integrity of the Paddle Worldwide election process, including eligibility, vetting, disclosure and candidate-confirmation procedures, as further regulated in the applicable Procedural Rules.

Any eligibility or vetting determination made by the Integrity Unit in the context of candidature eligibility, disclosure, vetting or candidate-confirmation procedures shall constitute a governance determination and shall not, in itself, be treated as a disciplinary sanction. Where, however, the facts identified in the course of such procedure may constitute a disciplinary, ethics or other integrity violation, the Integrity Unit may investigate and prosecute the matter and, where appropriate, refer it to the Adjudicatory Panel for determination.

The detailed rules governing election oversight, eligibility, vetting, disclosure and candidate-confirmation procedures shall be set out in the applicable Procedural Rules. Pending the adoption of such Procedural Rules, the Integrity Unit shall ensure that any person who may be declared ineligible to stand for election or appointment to a Paddle Worldwide position is notified of the grounds relied upon and is given a reasonable opportunity to make written submissions before a final determination is made.

Any final determination by the Integrity Unit, made in the context of candidature eligibility, disclosure, vetting or candidate-confirmation procedures, that a person is ineligible to stand for election or appointment to a Paddle Worldwide position shall be final and binding within Paddle Worldwide and may be appealed exclusively to the Court of Arbitration for Sport within

the time limit set out in the Statutes. The appellant may request an expedited procedure before CAS where the urgency of the matter so requires.

For the avoidance of doubt, this Article applies only to candidature eligibility, disclosure, vetting and candidate-confirmation determinations.

11.5. The Integrity Unit may exercise anti-doping functions only to the extent such functions have not been delegated to the International Testing Agency, another third party, or any body designated under the World Anti-Doping Code or Paddle Worldwide Anti-Doping Rules. Such functions may include without limitation the coordination with these third parties, recommendations regarding the modifications of policies, liaison with the Medical and Anti-Doping Commission regarding education or research.

Article 12 - Composition, Internal Allocation of Functions, Availability and Replacement

12.1. The Integrity Unit shall be composed in accordance with Article 66.3 of the Statutes.

12.2. The Chair shall be the lead representative of the Integrity Unit, chair Integrity Unit meetings, supervise the overall work of the Integrity Unit, oversee the allocation of matters, ensure the proper operation of the Integrity Unit, liaise with Paddle Worldwide management on administrative and budgetary matters, and represent or delegate the representation of the Integrity Unit in governance, integrity and international relations matters.

12.3. Each IU Member shall have the same authority as the Chair in relation to any matter allocated to them or in which the Chair is conflicted, unavailable or otherwise unable to act, subject to these ToR and the applicable rules.

12.4. For each matter, the Integrity Unit shall, as early as reasonably practicable, designate:

- a Case Lead responsible for the assessment, investigation or prosecution of the matter; and
- a separate non-involved IU Member responsible for appointing the deciding Panel if the matter is later referred to the Adjudicatory Panel.

12.5. The IU Member responsible for appointment of the deciding Panel shall not take part in the investigation or prosecution of that matter and shall not have been materially involved in the first phase of the matter, except to the extent strictly necessary to understand the procedural status of the case for appointment purposes.

12.6. Any IU Member may request that an Integrity Unit meeting be convened. The IU Members shall be entitled to determine their own internal working arrangements and rules of cooperation, provided that such arrangements are consistent with the Statutes, these ToR and the applicable Paddle Worldwide Rules.

12.7. The Integrity Unit may be assisted by operational staff, the Safeguarding Officer, Appointed Safeguarding Officers, external investigators, experts, counsel, interpreters, technology providers and other service providers, who shall act under the authority and confidentiality requirements of the Integrity Unit.

12.8. Where the Chair of the Integrity Unit is conflicted, unavailable or otherwise unable to act, the relevant function shall be exercised by a non-conflicted member. Where a member is conflicted, unavailable or otherwise unable to act, the function shall be exercised by the Chair or another non-conflicted member. Where all IU Members are conflicted, unavailable or otherwise unable to act, the Paddle Worldwide Council shall appoint an independent external person with appropriate legal or integrity expertise to exercise the required Integrity Unit function for that matter only, without access to unrelated case files.

12.9. Individual Integrity Matters shall not require the Integrity Unit to act in plenary, unless the applicable rules or the circumstances of the matter require otherwise. General governance, strategic, reporting, education, rule-development or institutional matters concerning the Integrity Unit may be considered and decided by the Integrity Unit in plenary.

12.10. For plenary meetings of the Integrity Unit, the quorum shall be two (2) non-conflicted IU Members. Decisions shall be taken by simple majority of the non-conflicted IU Members present. Proxy voting shall not be permitted.

Article 13 - Receipt and Registration of Matters

13.1. All Integrity Matters shall be filed with, referred to, or transmitted to the Integrity Unit.

13.2. Any Paddle Worldwide body, officer, employee, contractor, event official, National Federation, Continental Association or other person who receives information that may constitute an Integrity Matter shall transmit it to the Integrity Unit without delay, unless transmission is prohibited by law or would create an immediate risk of harm.

13.3. Safeguarding reports received by the Safeguarding Officer or an Appointed Safeguarding Officer shall be treated as reports received on behalf of the Integrity Unit. The Safeguarding Officer and any Appointed Safeguarding Officer shall act under the authority of the Integrity Unit and may request guidance, assistance or case-management support from the Case Lead or the Integrity Unit at any time. The Safeguarding Officer may take immediate safeguarding, support, medical, referral or risk-management steps under the Safe Paddlesport or PHAS Policy, but shall not make final determinations on jurisdiction, violation or sanction. Where a safeguarding matter may require a final determination of a breach, disciplinary measures or other measures within the competence of the Adjudicatory Panel, the Integrity Unit shall refer the matter to the Adjudicatory Panel in accordance with these ToR and the applicable Paddle Worldwide Rules.

13.4. The Integrity Unit shall maintain a secure register of all matters received, including the date of receipt, reporting channel, type of matter, persons concerned, jurisdictional status, assigned Case Lead, conflict checks, key procedural steps, outcome and retention status.

13.5. Anonymous reports may be received and assessed, provided that sufficient information is available to permit meaningful assessment or action. The Integrity Unit may request further information from a reporting person or from any other relevant person or body.

Article 14 - Initial Assessment, Jurisdiction and Classification

14.1. The Integrity Unit shall conduct an initial assessment of each matter to determine whether:

- the matter falls within the personal, territorial, temporal and subject-matter jurisdiction of Paddle Worldwide;
- the matter falls within the mandate of the Integrity Unit;
- the matter should be classified as disciplinary, ethics, safeguarding, competition manipulation, betting, corruption, conflict of interest, eligibility, vetting, anti-doping or another integrity-related matter;
- the matter is manifestly unfounded, frivolous, malicious or outside jurisdiction;
- immediate protective, medical, safeguarding, evidence-preservation or provisional measures may be required;
- the matter should be referred to a National Federation, Continental Association, Major Event Organisation, public authority, law enforcement agency or other competent body; and
- the matter discloses a prima facie case warranting investigation or direct referral to the Adjudicatory Panel.

14.2. Grounds do not need to be given for opening an initial assessment or investigation, and a decision to open an assessment or investigation shall not be subject to appeal.

14.3. Where the Integrity Unit determines that the matter is manifestly unfounded or outside the jurisdiction or mandate of Paddle Worldwide, it may close the matter or refer it to another competent body. The closure or referral shall be recorded and, where appropriate and lawful, communicated to the reporting person.

14.4. Where the same conduct may fall within the jurisdiction of Paddle Worldwide and a National Federation, Continental Association, Major Event Organisation or other competent body, the Integrity Unit shall determine whether Paddle Worldwide should exercise jurisdiction, defer jurisdiction, share information, refer the matter, stay its own process, or resume jurisdiction if the other body does not act effectively or safeguarding/integrity considerations so require.

14.5. Where a matter raises a potential criminal offence, the Integrity Unit, the Safeguarding Officer or any person acting under their authority may inform, report to, or cooperate with competent public authorities where required by law or where appropriate to protect persons or the integrity of the process.

Article 15 - Investigation Powers

15.1. Where the Integrity Unit considers that a prima facie case exists, or that further information is required to determine whether a prima facie case exists, it may conduct or cause to be conducted such investigation as it considers necessary, proportionate and appropriate.

15.2. Investigations may be conducted by IU Members, Integrity Unit staff, the Safeguarding Officer, external investigators, experts, counsel or other persons acting under delegated authority from the Integrity Unit.

15.3. Subject to the Statutes, applicable law and the applicable Paddle Worldwide Rules and Regulations, the Integrity Unit shall have all powers necessary to conduct, manage and complete investigations effectively, including the authority to obtain and review relevant information and evidence, interview relevant persons, require the preservation and production of records or materials, seek assistance from competent bodies or authorities, appoint independent experts or advisers, take reasonable measures to preserve evidence and protect affected persons, adapt or suspend investigations where necessary to avoid interference with other proceedings, and take any other investigative steps permitted under the applicable rules.

15.4. All persons defined in the Paddle Worldwide Integrity Code shall cooperate fully and in good faith with the Integrity Unit. A refusal or failure to cooperate without compelling justification may itself constitute a violation of the applicable Paddle Worldwide rules and regulations.

15.5. The Integrity Unit shall conduct investigations fairly, confidentially and without undue delay, while respecting the rights of all persons involved and the need to protect individuals at risk.

Article 16 - Cooperation, Referrals and External Authorities

16.1. The Integrity Unit may exchange information and intelligence with competent sporting, regulatory, administrative, safeguarding, law enforcement, judicial or other authorities where necessary and proportionate for the prevention, detection, investigation or prosecution of integrity-related conduct, subject to applicable law and data protection obligations.

16.2. The Integrity Unit may refer a matter to a National Federation, Continental Association, Major Event Organisation or other competent body where the Integrity Unit considers that such body is better placed to investigate or adjudicate the matter, provided that the Integrity Unit may impose conditions, require updates, retain oversight, resume the matter, or open

separate Paddle Worldwide proceedings where necessary to protect the integrity of the sport or the safety of individuals.

16.3. Where a matter has been adjudicated by another competent sporting body, the Integrity Unit may recommend recognition or implementation of that decision by Paddle Worldwide, provided that the proceedings respected fundamental principles of due process, including the right to be heard and an independent and impartial decision-maker, and the conduct would constitute a violation under the applicable Paddle Worldwide rules.

Article 17 - Provisional and Protective Measures

17.1. Where the Integrity Unit considers that the safety or well-being of any person, the integrity of paddle sport, the integrity of an investigation, the fairness of proceedings or public confidence in Paddle Worldwide may be at risk, the Case Lead or another non-conflicted IU Member may apply to the Adjudicatory Panel for provisional, protective or conservatory measures.

17.2. Such measures may include, without limitation, temporary suspension, temporary ineligibility, restrictions on participation or accreditation beyond the immediate event-management context, restrictions on coaching or athlete-support functions, no-contact directions, evidence-preservation directions, confidentiality directions, or any other proportionate measure permitted by the Statutes or the applicable Paddle Worldwide Rules.

17.3. Applications for provisional, protective or conservatory measures may be determined by a single AP Member, including on an urgent or ex parte basis where urgency, safeguarding, confidentiality or evidence-preservation so requires. The person concerned shall be notified of the measure as soon as reasonably practicable and shall be given an opportunity to seek review of the measure within the deadline set out in the applicable rules or, in the absence of such rules, within seven (7) days of notification.

Any request for review shall be determined by the deciding Panel if it has already been constituted. If the deciding Panel has not yet been constituted, the review shall be determined by a single non-conflicted AP Member appointed for that purpose, who shall, wherever reasonably practicable, be different from the AP Member who made the initial determination. The review may confirm, vary or lift the measure and may be conducted in writing, on an expedited basis, provided that the person concerned is given a reasonable opportunity to be heard.

17.4. In urgent circumstances, the Case Lead, Safeguarding Officer, Appointed Safeguarding Officer or another authorised person may take immediate protective, safeguarding, security or risk-management steps necessary to protect a person from imminent harm, preserve evidence, maintain order at an event or protect the integrity of an ongoing process. Such steps shall be temporary, proportionate and limited to what is strictly necessary.

17.5. Any immediate protective, safeguarding, security or risk-management step taken under Article 17.4 shall be reported to the Integrity Unit without delay. Where the step materially restricts a person's participation, eligibility, office, function or access beyond the immediate event-management context, the Integrity Unit shall apply to the Adjudicatory Panel for confirmation, variation or lifting of the measure as soon as reasonably practicable.

17.6. For the avoidance of doubt, nothing in this Article limits the authority of Paddle Worldwide or any authorised event official under the applicable event, accreditation, safety, security, safeguarding or venue-access rules to refuse, suspend or withdraw accreditation, remove a person from the event area, or restrict access to an event venue. Such measures, when taken as immediate event-management, safety, security or safeguarding measures, shall not constitute provisional, protective or conservatory measures for the purposes of this Article and shall not, in themselves, constitute a disciplinary sanction or a final determination of any violation.

17.7. Provisional, protective and conservatory measures shall not constitute a final determination of any violation and shall not prejudice the merits of the matter.

Article 18 - Closure, Notice of Charge and Referral to the Adjudicatory Panel

18.1. Following its assessment or investigation, the Integrity Unit may:

- close the matter where there is no jurisdiction, no reasonable prospect of establishing a violation, no sufficient evidence, or no other good reason to proceed;
- refer the matter to another competent body;
- issue or cause to be issued a notice of charge or equivalent procedural filing;
- apply for provisional, protective or conservatory measures;
- refer the matter to the Adjudicatory Panel for determination; or
- take any other procedural step permitted by the applicable rules.

18.2. A referral to the Adjudicatory Panel shall identify the Respondent, set out the alleged facts, identify the applicable provisions alleged to have been violated, describe the jurisdictional basis, include the evidence relied upon, identify any procedural history and provisional measures.

18.3. The Integrity Unit shall ensure that any Respondent receives adequate notice of the allegations and a reasonable opportunity to be heard in accordance with the applicable procedural rules.

Article 19 - Funding, Experts and Administrative Support

19.1. The Integrity Unit shall be provided with the organisational, budgetary and administrative resources necessary to perform its functions effectively and independently.

19.2. The Chair shall liaise with Paddle Worldwide management in relation to budgetary and administrative matters, provided that such liaison shall not permit management to access case files or influence any individual matter.

19.3. Where the Integrity Unit determines that independent expert assistance is necessary for the proper handling of a matter, Paddle Worldwide shall bear the associated costs, subject to applicable budgetary and procurement requirements, provided that such requirements shall not be applied in a manner that compromises the independence or effectiveness of the Integrity Unit.

Article 20 - Reporting, Education and Rule Development

20.1. The Integrity Unit shall report annually to the Paddle Worldwide Council and biannually to the Paddle Worldwide Congress on an aggregate and anonymised basis, including the number and types of matters handled, general trends, education delivered, governance recommendations and any relevant operational needs, without compromising individual proceedings or confidentiality obligations.

20.2. The Integrity Unit may propose amendments to Paddle Worldwide rules and regulations relating to integrity matters and may recommend the adoption of specific procedural rules for integrity, disciplinary, safeguarding, eligibility, vetting or other matters within its mandate.

20.3. The Integrity Unit shall promote education, awareness and prevention initiatives in relation to integrity matters, either directly or in cooperation with Paddle Worldwide bodies, National Federations, Continental Associations, event organisers, external experts and other relevant organisations.

Chapter 3 - Adjudicatory Panel

Article 21 - Role and Independence of the Adjudicatory Panel

21.1. The Adjudicatory Panel ("AP") shall decide matters referred to it in accordance with Article 67 of the Statutes, these ToR and the applicable Paddle Worldwide rules and regulations.

21.2. The Adjudicatory Panel is independent from the Integrity Unit, Paddle Worldwide management, Paddle Worldwide governing bodies, National Federations, Continental Associations and all other persons and bodies. AP Members shall decide cases solely on the basis of the applicable rules, the evidence before them and the principles of fairness and due process.

21.3. No AP Member shall seek, accept or act on instructions from any person in relation to the merits, procedure, outcome or sanction of an individual matter.

Article 22 - Composition, Eligibility and Declarations

22.1. The Adjudicatory Panel shall be composed of six AP Members approved by Congress for a period of four years in accordance with Article 67.1 of the Statutes.

22.2. AP Members shall have relevant judicial, arbitration, disciplinary, safeguarding, ethics, integrity or other decision-making experience suitable for the nature of matters they may be required to determine.

Article 23 - Appointment of Deciding Panels

23.1. Where a matter is referred to the Adjudicatory Panel, the non-involved IU Chair or member responsible for appointments shall appoint a deciding Panel composed of one or three AP Members. In appointing the deciding Panel, the appointing person shall take into account independence, impartiality, availability, relevant expertise, language, urgency, complexity, geographical and gender balance where appropriate, and the need for fair rotation of AP Members.

23.2. The appointment of the deciding Panel is an administrative case-allocation function. The appointing IU Member shall not instruct the deciding Panel, influence the merits, review draft decisions, participate in deliberations, or otherwise interfere with the independence of the Adjudicatory Panel.

23.3. A three-member Panel shall normally be appointed where the matter is complex, factually or legally sensitive, involves safeguarding concerns of particular seriousness, involves a minor or vulnerable person, concerns an elected or appointed official, may result in a long suspension, removal from office, loss of recognition or other serious sanction, or where the

interests of justice otherwise require. Where a three-member Panel is appointed, the appointing IU Member shall designate one AP Member as chair of the deciding Panel.

23.4. A single-member Panel may be appointed where the matter is urgent, requires application of any provisional measure, straightforward, uncontested, admitted, administrative, limited in scope, or where an expedited determination is required and the appointment of a single member is consistent with fairness and the applicable rules.

23.5. The determination as to whether a matter shall be heard by a single-member Panel or a three-member Panel shall fall within the discretion of the non-conflicted IU Member responsible for appointing the deciding Panel. Such determination shall be procedural in nature and shall not be subject to a separate appeal.

23.6. The appointment shall be communicated to the parties and to the appointed AP Members without delay.

23.7. An AP Member who has determined an application for provisional, protective or conservatory measures in a matter shall not sit on the deciding Panel determining the merits of that matter, unless exceptional circumstances require otherwise and no party objects following full disclosure.

Article 24 - Availability and Replacement of AP Members

24.1. Before accepting appointment to a deciding Panel, an AP Member shall confirm promptly that they are available, independent, impartial and able to determine the matter fairly and without undue delay.

24.2. Where an AP Member is unable, unwilling or unfit to accept or continue an appointment, including after proceedings have commenced, they shall immediately notify the appointing IU Member. The appointing IU Member shall appoint a replacement AP Member as soon as reasonably practicable.

24.3. If a replacement is appointed, the reconstituted Panel shall determine whether any procedural step should be repeated, supplemented or otherwise adapted to preserve fairness.

Article 25 - Challenge and Recusal of AP Members

25.1. A party may challenge the appointment of an AP Member within seven days of being notified of the Panel composition or of becoming aware of the facts giving rise to the challenge, whichever is later. A challenge filed after that deadline may be dismissed as waived unless exceptional circumstances justify late filing.

25.2. A challenge may be made only on the basis of a conflict of interest, lack of independence or impartiality, or any other bona fide reason giving rise to justifiable doubts as to the AP Member's ability to ensure a fair and impartial determination of the matter.

25.3. A challenge to an AP Member shall be decided by a non-appointed AP Member designated for that purpose by the non-involved IU Member responsible for appointments. The challenged AP Member shall be invited to comment before the challenge is decided, unless urgency or fairness requires otherwise.

25.4. A successful challenge shall result in the replacement of the challenged AP Member. A decision on challenge shall be final and shall not be subject to separate appeal, without prejudice to any right to raise procedural unfairness in an appeal against the final decision where permitted by the applicable rules.

Article 26 - Conduct of Proceedings

26.1. Proceedings before the Adjudicatory Panel shall be governed by the applicable Paddle Worldwide procedural rules. Pending adoption of specific procedural rules or in the event the procedural issue in question is not dealt with in the adopted procedural rules, the deciding Panel shall conduct the proceedings in the manner it considers fair, efficient and proportionate, having regard to the Statutes, these ToR, the right to be heard and the principles of natural justice.

26.2. The deciding Panel shall ensure that each party is given a fair opportunity to present its case, respond to the case against it, submit evidence and make submissions within appropriate deadlines.

26.3. The deciding Panel may determine whether proceedings shall be conducted in writing, by oral hearing, by videoconference, in person, or by a combination of methods.

26.4. The deciding Panel may adopt expedited procedures where the urgency or nature of the matter requires, provided that the rights of the parties and the fairness of the proceedings are respected.

Article 27 - Powers, Decisions and Sanctions of the Deciding Panel

27.1. The deciding Panel shall have full authority to hear and determine any matter referred to it in accordance with the Statutes, these ToR and the applicable Paddle Worldwide rules and regulations.

27.2. For that purpose, the deciding Panel shall have all powers necessary to ensure the fair, independent and efficient conduct of the proceedings, including the power to rule on its own jurisdiction, issue procedural directions, request and assess evidence, hear witnesses or experts, order confidentiality or protective measures, grant, vary or lift provisional measures where authorised, and take any other procedural step necessary to ensure fairness, proportionality and due process.

27.3. The deciding Panel shall determine whether a violation has occurred and, where appropriate, impose any disciplinary measure, sanction, cost order or other measure available under the Statutes and the applicable Paddle Worldwide rules and regulations.

27.4. Unless the applicable Paddle Worldwide Rules provide otherwise, in proceedings before the deciding Panel to determine whether a violation has been committed, the burden of establishing the alleged violation shall rest on the Integrity Unit. The applicable standard of proof shall be the standard set out in the applicable Paddle Worldwide Rules.

27.5. The deciding Panel shall issue a written and reasoned decision, identifying the essential procedural history, findings, reasons, sanctions or measures imposed, any decision on costs, and the applicable appeal route and deadline.

27.6. Where the deciding Panel is composed of three AP Members, each member shall have one vote and decisions shall be taken unanimously or by majority. No member may abstain. Where the deciding Panel is composed of a single AP Member, that member shall exercise the powers of the deciding Panel alone.

27.7. Final decisions of the Adjudicatory Panel shall be communicated, recognised, published and enforced in accordance with the Statutes and the applicable Paddle Worldwide rules and regulations.

Article 28 - Confidentiality, Reporting and Administrative Support

28.1. Proceedings, deliberations and draft decisions of the Adjudicatory Panel are confidential, subject to the applicable rules on communication, publication, recognition and enforcement of decisions.

28.2. The Adjudicatory Panel shall be provided with the organisational, budgetary, administrative and logistical support necessary to perform its functions effectively and independently, provided that such support shall not compromise confidentiality, case handling or the independence of the deciding Panel.

28.3. The Adjudicatory Panel may provide aggregate and anonymised information to the Integrity Unit for inclusion in consolidated integrity reporting, without prejudice to its independence and without disclosing confidential deliberations, draft decisions or information relating to individual proceedings.

Chapter 4 - Final Provisions

Article 29 - Entry into Force and Transitional Application

29.1. These ToR shall enter into force on 27 July 2026.

29.2. These ToR shall apply to all matters received on or after their entry into force and to ongoing matters to the extent that their application is procedural, proportionate and consistent with fairness.

29.3. Any person serving as an IU Member, AP Member, officer, investigator, expert or involved individual on the date of entry into force shall be deemed subject to these ToR from that date.

Article 30 - Interpretation, Review and Amendment

30.1. These ToR shall be interpreted in a manner that gives effect to the independence of the Integrity Unit and the Adjudicatory Panel, the separation between investigation/prosecution and adjudication, the protection of persons at risk, the integrity of paddle sport, and the rights of parties to fair proceedings.

30.2. Any question concerning the interpretation or application of these ToR in relation to an individual matter shall be determined by the competent body for that matter, without prejudice to the jurisdiction of the Integrity Unit, Adjudicatory Panel or CAS under the Statutes and the applicable rules.

30.3. The Paddle Worldwide Council shall review these ToR upon request of the IU or AP or at least once per Olympic cycle following each Paddle Worldwide Ordinary Congress, drawing on the experience of the Bodies and considering the governance-risk review and update them to reflect changes in the Statutes and in good governance practice. Each of the Integrity Unit and the Adjudicatory Panel may propose amendments to its own ToR through the Paddle Worldwide Executive Committee.