



## TRIATHLON ASSOCIATION OF SINGAPORE (ATHLETE'S AGREEMENT – CODE OF CONDUCT)

| 1. General |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                              |
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| 1.1        | <p>"Athlete" refers to the undersigned athlete of this Athlete Agreement</p> <p>"National Sports Association" or "NSA" ("National Federation" or "NF") refers to the sports association recognised by Sport Singapore and the International Federation as the local governing body for the sport.</p> <p>"SportSG" refers to Sport Singapore, the agency governing all sports and NSAs in Singapore</p> <p>"TRI" refers to World Triathlon, the International Federation for the Sport of Triathlon.</p> <p>"TAS" refers to the Triathlon Association of Singapore, the NSA/NF recognized by SportSG and TRI as the local governing boady for the sport of Triathlon in Singapore</p> <p>"Major Games" refer to the Olympic, Commonwealth, Asian, South East Asian Games, and its Youth &amp; Para equivalents.</p> <p>"HPP" refer to the High Performance Programme</p> <p>"Athlete life development" means the Athlete's education, career and personal development.</p> <p>"Coach" means pathway development coach, youth team coach and any other coach who is engaged/appointed by TAS in to train and develop the Athlete.</p> <p>"High Performance Sport development plan" for athletes means a comprehensive strategy and operational plan designed to optimize the athletic performance and development of individual athletes or teams, to maximise their potential in pursuit of elite athletic achievement. It typically comprises the yearly planning instrument (YPI) for the athlete (i.e. training and competition plans), athlete life planning, and sport science support etc.</p> <p>"High Performance Sport personnel" refers to coaches, trainers and other professionals appointed by the NSA who provide support to the athletes to perform at the elite level.</p> | Definitions & Interpretation |

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|     | <p>"Safe Sport Unified Code" shall mean the code that defines the forms of abuse and harassment which may take place in the sporting environment, as set out at <a href="http://www.safesport.sg/safe-sport-programme/unified-code">www.safesport.sg/safe-sport-programme/unified-code</a> and as may be amended from time to time;</p> <p>"Safe Sport Programme" is a framework for applying, implementing and enforcing the Safe Sport Unified Code.</p> <p>"Prohibited Substances and Methods" means whether particular substances or methods are banned in particular sports, as the listed by the World Anti-Doping Agency (WADA) on WADA's website at: <a href="https://www.wada-ama.org/en/prohibited-list">https://www.wada-ama.org/en/prohibited-list</a>. The list is updated by WADA annually and is the International Standard defining what is prohibited In-Competition and Out-of-Competition. WADA reviews and updates the List annually. The updated Prohibited List comes into effect on 1 January every year.</p> <p>"World Anti-Doping Code" refers to the core document that harmonizes anti-doping policies, rules and regulations within sport organizations and among public authorities around the world. It works in conjunction with the International Standards that aim to foster consistency among anti-doping organizations in various areas.</p> <p>"Testing Pools" means the groups of athletes who are subject to doping control testing.</p> <p>"Therapeutic Use Exemption" or "TUE" allows an Athlete with a medical condition to use a Prohibited Substance or Prohibited Method, but only if the conditions set out in Article 4.4 of the World Anti-Doping Code and the International Standard for Therapeutic Use Exemptions are met. The authorisation for an athlete to take a medication that is used for genuine and legal therapeutic purposes, comes with prior approval granted by an independent TUE Committee as assigned by the ADS.</p> |                               |
| 1.2 | This agreement should be seen as a "Statement of Shared Responsibilities" and "Code of Conduct", designed to enable the athlete to make the most of his or her sporting career and to allow TAS to continue to develop athletes in support of high performance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Aims & Objectives             |
| 1.3 | TAS and Athlete, recognize the ultimate goal is to improve the quality and rankings of the athlete, achieving their performance targets, and including, where possible, the attainment of top rankings at Major Games and international competitions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Goal                          |
| 1.4 | This agreement is between TAS and the Athlete, who has been selected by TAS to join the National HPP for the period beginning 1 January to 31 December of the stated calendar year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Duration and Relevant Parties |
| 1.5 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                               |

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|     | By signing this agreement, all parties had accepted the obligations undertaken by this agreement.                                                                                | Consent to terms and Conditions         |
| 1.6 | Parents / Guardians of Athletes below 18 years of age must also sign on this document signifying their acceptance of the terms and their consent to the Athlete's participation. | Consent by Parents/Guardians for Minors |

| <b>2. Athlete's Obligation</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                              |
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| 2.1                            | Athletes are expected to assign themselves to a certified Triathlon Coach, recognized under the National Registry of Coaches (NROC), or the Coaching Registry of the NF from which the Coach had obtained certification from.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Coaching                     |
| 2.2                            | Athletes are required to read and fully understand the latest version of the HPP Policy Document, which will be published on TAS website.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | HPP Policy                   |
| 2.3                            | Athletes are required to be aware of and be bounded by the provisions of the TRI Rules, including: TRI Competition Rules, TRI uniform Rules, TRI Qualification Criteria, TRI Ranking Criteria. All these documents can be access through the TRI Website: <a href="http://www.triathlon.org">www.triathlon.org</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | TRI Rules                    |
| 2.4                            | <p>Athletes are required to:</p> <ul style="list-style-type: none"> <li>- Sign and submit this Athlete's Agreement</li> <li>- Undergo Pre-participation Evaluation (PPE). Refer to point 2.5</li> <li>- Create a SportSync Account (<a href="http://www.sportsync.sg">www.sportsync.sg</a>), and update their profile and achievements as accurately and promptly as possible.</li> <li>- Complete the Safe Sport Module for athletes, under SportSG-ED</li> <li>- Complete Anti-Doping Module for athletes, under ADEL</li> <li>- Submit the following: <ul style="list-style-type: none"> <li>a) Yearly Planning Instrument (YPI), which includes the training and competition plans for the year.</li> <li>b) Athlete Profile: updated to include coach's details, race results over last 24 months, weekly/monthly training schedule.</li> <li>c) Coach's Assessment</li> <li>d) Draft-Legal Endorsement: To ensure competency in bike handling skills.</li> <li>e) Submit their Coaches' Assessment</li> </ul> </li> <li>- Submit a half-yearly report to update on their training and racing performances and progress status.</li> </ul> | Administration               |
| 2.5                            | <p>The athlete is to undergo Pre-participation Evaluation (PPE), which consist of:</p> <ul style="list-style-type: none"> <li>- Yearly, to complete PPE – Medical Questionnaire</li> <li>- Every 2 years, to complete health screening and a 12-lead resting electrocardiogram (ECG). (To be endorsed by a qualified GP or specialist)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Pre-participation Evaluation |

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|     | <p>The athlete also has to undertake any further medical assessment, declaration or examinations as required, if any, and give consent that their medical-confidential information may be used as TAS deems fit for involvement in the HPP.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                               |
| 2.6 | <p>The Athlete will:</p> <p>(a) Collaborate and take active ownership with the appointed coach, TAS and/or SportSG for both his High Performance sport development and athlete life development.</p> <p>(b) For High Performance sport development, ensure that his coach collaborates with the TAS high performance personnel and SportSG to fulfill his High Performance plan.</p> <p>(c) Comply with his High Performance Sport development plan to the best of his abilities.</p> <p>(d) Provide regular updates on his performance progress and personal development to TAS. This includes the submission of achievements and receipts where necessary.</p> <p>(e) Promptly inform TAS regarding any changes to personal and medical particulars, as well as training, competition and personal development plans.</p> <p>(f) Represent the Republic of Singapore in all TAS designated training camps, competitions and events (As listed in the athlete's YPI and/or as called upon by TAS). If the Athlete is unable to attend, he must inform the NSA within 3 days of being notified of such camp, competition or event, citing reasons and documentary proof (exams, overseas, etc).</p> <p>(g) Refrain from participating in any competition that is not permitted under the policies of TAS.</p> | High Performance and athlete life development |
| 2.7 | <p>The Athlete agrees and consents to:</p> <p>(a) Maintain the highest possible level of health and physical well-being. The Athlete should:</p> <p>(i) Immediately notify the Coach and TAS as soon as he is injured or ill, if his training will be interrupted for three (3) or more consecutive days.</p> <p>(ii) Keep TAS updated on changes to his health and physical condition for the duration of this Agreement.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Medical & Physical Fitness                    |
| 2.8 | <p>The Athlete agrees to:</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Compliance with the World Anti-Doping Code    |

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|     | <p>(a) Recognise Anti-Doping Singapore (ADS) as the national anti-doping organisation of Singapore possessing the primary authority to adopt and implement anti-doping rules, direct the collection of samples, manage test results, and conduct disciplinary hearings, at the national level.</p> <p>(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.</p> <p>(c) Submit to unannounced doping controls tests when required by ADS, TAS, SportSG, TRI, the International Olympic Committee or any other anti-doping organisation.</p> <p>(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.</p> <p>(e) Submit timely Therapeutic Use Exemption applications to ADS or TRI, where relevant, as soon as a medical condition requiring the use of a Prohibited Substance or Prohibited Method for treatment is diagnosed.</p> <p>(f) Take responsibility to ensure he receives anti-doping education by completing appropriate resources provided by ADS and/or other Anti-Doping Organizations. (e.g. World Anti-Doping Agency (WADA)'s Anti-Doping Education &amp; Learning (ADEL) platform.</p> <p>4.2 The submission of personal and medical information and data to ADS in accordance with the ADS Anti-Doping Rules shall be deemed to have been made with the agreement by the Athlete that such information and data may be utilised by ADS, such organisation or person for the purposes of the implementation of the ADS Anti-Doping Rules.</p> <p>4.3 The provisions of this section are in addition to and are in no way intended to limit the scope of the obligations set out in the Anti-Doping Policy of Singapore, the ADS Anti-Doping Rules or to define the ambit of the ADS Anti-Doping Rules.</p> |                       |
| 2.9 | <p>Athletes may refer to the HPP Policy for more information on Uniform Rules and Attires.</p> <p>The Athlete agrees to:</p> <p>(a) Wear and use designated team attire and equipment whilst competing or carrying out any HPP-related activities and events, as required by TAS.</p> <p>(b) Neither use nor permit the use of such designated team attire and equipment for any commercial purpose without prior written consent of TAS and SportSG.</p> <p>(c) Not wear a political emblem when the Athlete may be identified as a national athlete of Singapore, or when the Athlete is participating in any sporting competition.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Apparel and Equipment |

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|      | <p>(d) Comply with any other additional regulations and rules regarding uniforms and equipment while competing in Major Games and overseas competitions. This includes wearing of designated team attire, and all branding rules and regulations as required by TAS, TRI and/or the organizing committees of Major games and competitions, for travel or for attending any official functions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                         |
| 2.10 | <p>For all HPP programs, including training and overseas competitions, athletes are required to use all apparels and equipment provided for by TAS's sponsors, if any. (Competition attires and equipment can be excused with valid reasons to do with specifications and technicality, and must be given prior approval by TAS).</p> <p>Athletes must take care to avoid any conflicts between TAS's sponsors and their individual sponsors.</p> <p>Athletes are to fulfil any engagements as required by TAS's sponsors, if any (within reason). This includes any social media postings and/or sessions as arranged by the sponsors and/or as required in the sponsorship agreement.</p> <p>Athletes will not engage in any activities or promotional activities to solicit for personal/sponsored brands, Teams, Clubs whatsoever.</p> <p>At all times, athletes shall seek for TAS approval should they intend to put any sponsor/Club sponsored images on TAS attire or competition attire.</p> | Sponsors                                                |
| 2.11 | <p>Athletes must make themselves available and participate in all activities designated by TAS. This includes appearing at events, clinics, press conferences and on social media whereby their images and presence are required to achieve the objectives of the HPP.<br/>(Minimum of 2 engagement activations per year)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Engagement Activations                                  |
| 2.12 | <p>The Athlete recognises that his/her behavior will reflect on the country, TAS and SportSG. The Athlete is expected to:</p> <p>(a) Display responsible and exemplary behavior, at all times, on or off the field of play.</p> <p>(b) Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring SportSG, TAS or Singapore into disrepute and tarnish the image of the Sport.</p> <p>(c) Compete fairly and abide by rule and the spirit of his sport, and accept victory and defeat with dignity and grace.</p> <p>(d) Behave and dress in a respectable, professional and sporting manner when representing Singapore both in and out of competition.</p>                                                                                                                                                                                                                                                                  | National Representative, Sports Ambassador & Role Model |

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|      | <p>(e) Be responsible for maintaining an environment which is fair, supportive, equitable and free from harassment and abuse.</p> <p>(f) Not engage in any the sexual, physical and/or psychological misconduct under Article 4 of the Safe Sport Unified Code.</p> <p>(g) Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.</p> <p>(h) Obtain prior consent and approval of TAS and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.</p> <p>(i) Not make any public statement which is derogatory of SportSG, TAS or any of the bodies working to promote sport in Singapore, nor make any critical statement or disparaging remarks in respect of another sporting competitor on a personal basis. Fair comment about a fellow competitor made honestly and without the use of offensive language and related to the sporting event/competition or the sport where the substance of the comment is known (or can be shown) to be true will not constitute a critical statement or disparaging remark for the purposes of this Agreement.</p> |                                                   |
| 2.13 | <p>Athletes must ensure that all individuals (including but not limited to other athletes, team officials, technical officials, volunteers, spectators, supporters) will be treated equally, fairly and reasonably.</p> <p>Athletes must demonstrate respect to all individuals age, gender, race, language, religion, citizenship, ancestry, ethnic origin, physical attributes, sexual orientation, disability, body type, athletic ability, socio economy status, family status and marital status.</p> <p>Athletes must maintain and preserve the dignity and self-esteem of other individuals when giving comments or criticism, or when interacting with others.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Additional:<br>Anti-Discrimination                |
| 2.14 | <p>In playing his part to maintain an environment that is free from abuse and harassment, the Athlete agrees:</p> <p>(a) To be responsible for knowing the behaviors which constitute misconduct under the Safe Sport Unified Code, the Athlete's Code of Conduct and relevant Safe Sport policy (e.g. NSA, Singapore National Olympic Council, Singapore National Paralympic Council).</p> <p>(b) To comply with his obligations and avoid any behaviors which would constitute misconduct under the codes and policies at Clause above.</p> <p>(c) To complete the Safe Sport training and education required from time-to-time by SportSG, the Singapore National Olympic Council and/or the Singapore National Paralympic Council.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Compliance with the<br>Safe Sport Unified<br>Code |

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|      | <p>(d) To submit to the processes for the resolution of any alleged breach of the Safe Sport Unified Code, which have been delegated by SportSG, NSA and/or the Singapore National Olympic Council to the designated investigative or disciplinary bodies under the Safe Sport Programme.</p> <p>(e) That SportSG shall have the discretion to recognise decisions, measures and/or sanctions imposed through the processes set out in the Safe Sport Programme in determining the appropriate action to be taken in the event the Athlete breaches the Safe Sport Unified Code.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                 |
| 2.15 | <p>TAS may appoint a Team Official in the form of a Team Manager, Team Coach, or both. Athletes acknowledges that the appointed Team Official shall be the spokesperson on all matters concerning the Team, including but not limited to: any arrangements involving travel, transport, rooming, meals, time schedules, management of the Team as a whole.</p> <p>The appointed Team Official may to their discretion delegate the responsibility in whole or in part to other team officials or the appointed team captain to act as spokespersons on certain matters. Athletes shall comply with all directions and arrangements made by the Team Official and/or any other appointed person.</p> <p>Any accompanying parents, supporters or personal coaches needs to be approved by TAS. All movements will need to follow the appointed Team official's schedule and instructions.</p> <p>Athletes are not allowed to pursue their own activities without the prior approval of the appointed Team Official, and must inform their whereabouts once approval is given.</p> <p>During any training sessions, any accompanying personal coaches seeking to conduct training, shall seek the permission of the appointed Team Official.</p> <p>The accompany personal coaches must discuss any training plans or racing strategies with the appointed Team Official to ensure there is no deviation from the Team's plan/strategy, if any. All final plans and race strategies will come from the appointed Team Official, and athletes must strictly comply with these.</p> <p>Men are not allowed to enter the rooms of Women, and vice-versa, unless absolutely necessary (e.g. Team Meeting or briefing, borrowing of items)</p> <p>Athletes shall strictly observe all safety and security arrangements and instructions which may be implemented by or receive from TAS, the appointed Team Official, and/or the race organizing committee.</p> <p>If accreditation cards are issued, athletes shall take note not to facilitate any non-accredited person's entry into accredited venues, or permit the use of their accreditation cards by non-accredited persons.</p> <p>Athletes must be familiar with all given schedules and instructions, including but not limited to competition/course schedule, technical</p> | Additional:<br>Overseas Conduct |

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|      | <p>requirements and regulations, race registration, uniform and bike checks, course familiarization, race briefing etc.</p> <p>At no time shall any Participant argue or otherwise misconduct himself with referees, umpires, judges, opponents or officials. Sportsmanship should prevail at all times.</p> <p>Participants shall dress appropriately and be punctual for any official appointments, briefings, meals, conferences and/or ceremonies.</p> <p>Participants shall avoid getting into any potential situations where they might be involved in, convicted of, or charged with, any serious offence involving violence, alcohol or drugs, any sex offence, any offence relating to any gambling activities on sport, or any offence which is punishable by law.</p> <p>Subject to the minimum age and other restrictions relating to the legal consumption of alcohol in the country where their activities are being conducted, Athletes may only consume alcohol after they have completed their respective competitions. In doing so, athletes shall at all time take reasonable steps to manage the responsible consumption of alcohol in social situations</p> <p>Athletes shall be responsible for their own luggage and belongings. Luggage should be kept within the maximum allowable weight as stipulated by the airline.</p> <p>Athletes should mix freely with other Team members and at all times display solidarity.</p> <p>Athletes shall not destroy, mis-use or keep any property not belonging to them and shall not take souvenir items such as towels, ashtrays etc. from the designated place of accommodation.</p> <p>Athletes shall not litter and shall be responsible for the cleaning and tidying of their own rooms. Laundry shall be hung at the appropriate and assigned places.</p> <p>Athletes shall observe proper standards of personal hygiene and refrain from using foul language.</p> |                  |
| 2.16 | <p>Athletes will not make any public statement which is derogatory of TAS and its affiliated partners/sponsors, nor make any critical statement or disparaging remarks upon another fellow athlete or competitor, be it on a personal basis or with regards to any competition.</p> <p>Athletes must also obtain prior consent and approval from TAS before engaging in any interview with any member of the media with regards to the HPP and related competitions and games, and shall refer all such requests of media interviews to TAS.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Media Discipline |

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|      | In addition, athletes agree to be filmed, televised, photographed or identified as determined by the organizer of the activities and in relation to the promotion of these activities.                                                                                                                                    |            |
| 2.17 | Exemption may be granted to any relevant points above due to extenuating circumstances such as: <ul style="list-style-type: none"> <li>- Injury or illness</li> <li>- Equipment Failure</li> <li>- Travel Delays</li> <li>- Bereavement</li> <li>- Such other circumstances as TAS may consider to be relevant</li> </ul> | Exemptions |

| <b>3. TAS's Obligations</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                    |
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| 3.1                         | <p>Commit to manage and govern High performance-related issues in a manner that constitutes good governance and best practices.</p> <p>Strategic coaching and training support, including timely reviews for athletes on their individual development programmes. TAS agrees to work closely with the athlete and their assigned coach in the planning and monitoring of the athlete's development and progression.</p> <p>Provide High performance training facilities and adequate apparels and equipment, where available.</p> <p>Where necessary and eligible, TAS will assist to identify and provide access to athletes' development and training support services.</p> | Planning and Management            |
| 3.2                         | TAS agrees to demonstrate transparency in all Major Games Selection Policies, and to adhere to all guidelines as required by an NF / NSA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Selection Policies & NF Guidelines |
| 3.3                         | <p>Provide or facilitate access to medical services and sports science support as provided by SportSG and TRI, where qualified.</p> <p>Opportunities for local and overseas training &amp; competitions, with transparent selection policies.</p> <p>Administrative support for local and overseas training &amp; competitions.</p> <p>Subsidies and Performance Incentives (as stipulated in the TAS funding model)</p> <p>Insurance for local and overseas races supported by TAS. Athlete shall be bound by the terms of the aforesaid Insurance Policy and shall not hold TAS liable in the event of non-recovery under the said Insurance Policy.</p>                    | Provision of Athlete Support       |

| <b>4. Disciplinary and Withdrawal Procedures</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                         |
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| 4.1                                              | <p>The athlete agrees that in the event of any Breach by the athlete of the terms and conditions of this agreement, the TAS Disciplinary Committee may be call upon.</p> <p>TAS shall have the rights to investigate any complaints about any behavior, or any incidents with any reasonable grounds that may have breached this agreement.</p> <p>The following sanctions and measures may be imposed by TAS if after disciplinary inquiry, the athlete is found to be in default:</p> <ul style="list-style-type: none"> <li>- Withdrawal from HPP</li> <li>- Competition Ban</li> <li>- Interim Suspension</li> <li>- Suspension of any benefits</li> <li>- Financial Sanction</li> </ul> <p>Athletes may refer to the document "Complaint Policy", for a more detailed procedures and proceedings.</p> | Disciplinary Procedure  |
| 4.2                                              | <p>The Athlete may, after prior consultation and discussion with TAS and/or the assigned Coach, withdraw from the HPP at any time. Such termination will take effect on the date that TAS receives the Athlete's written notice of termination / retirement. Where the Athlete is a minor, the written notice of termination / retirement must be countersigned by the Parent/Guardian.</p>                                                                                                                                                                                                                                                                                                                                                                                                                | Withdrawal / retirement |

| <b>5. Dispute Resolution</b> |                                                                                                                                                                                                                                                                                                                  |            |
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| 5.1                          | <p>If any dispute or difference arises between the athlete and TAS, the athlete and TAS will use their best endeavors to resolve the difference or dispute by discussion.</p> <p>Both parties shall attempt to resolve the matter in good faith, in tandem with the spirit of cooperation and collaboration.</p> | Discussion |

| <b>6. Appeal Process</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                           |         |
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| 6.1                      | <p>If an athlete wishes to appeal a decision by TAS, they must submit a written request for an appeal hearing from TAS within fourteen (14) working days of receiving an official decision from TAS.</p> <p>TAS will grant a hearing within twenty-one (21) days to hear the Athlete's case. The decision of the committee hearing the case will be final.</p> <p>TAS will inform the Athlete of the results of the appeal via email.</p> | Appeals |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                         |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
|     | If there's a disagreement in the results of the appeal, both parties shall attempt to come to a resolution within 14 days. Otherwise, the matter will be referred to SportSG for resolution.                                                                                                                                                                                                                                                                                                                                                                                                     |                         |
| 6.2 | <p>In the event that any dispute or appeal cannot be resolved by TAS or SportSG, the matter will be referred to the Singapore Mediation Centre for mediation and arbitration in accordance with the Framework for Alternative Dispute Resolution for Sports or other dispute resolution framework jointly administered for the time being by Sport Singapore, the Singapore Mediation Centre and the Singapore Institute of Arbitrators.</p> <p>The parties agree to participate in the mediation in good faith and undertake to abide by the terms of any settlement or resolution reached.</p> | Mediation & Arbitration |

| 7. Legalities |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                       |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 7.1           | <p>For athletes:</p> <p>In respect of any personal data (as defined in the Personal Data Protection Act 2012 of Singapore ("PDPA") that you may provide or that we may collect in connection with the provision of services to you and to the extent that your consent is required under law, you agree and consent that we (together with our service providers and third parties appointed by us on your behalf) may collect, use, disclose and process such personal data and information for:</p> <ul style="list-style-type: none"> <li>- the purpose of disclosures to any relevant entities and agencies that TAS deems necessary to require access to data in order to achieve the purposes.</li> <li>- the implementation of any registration, dissemination of information, investigations, disciplinary proceedings, historical and statistical records, and/or any other reasonable purpose in order for TAS to discharge its administrative and management functions</li> </ul> <p>If you provide us with any personal data relating to third party, by submitting such personal data to us, you also represent to us and must ensure that you have notified the third party of the terms of the personal data policy and obtained his/her consent thereto.</p> | Data Privacy          |
| 7.2           | <p>Athletes acknowledge and accept that TAS owns all intellectual property rights used in relation to the HPP, and shall not do anything to cause such rights to be interfered with, diminished, lost and/or damage.</p> <p>Athletes understand and consent that the utilization of all images (still or moving), names, logos, programmes, events, materials, by TAS or approved by TAS, will be permitted during and after the termination of this agreement for promotion purposes.</p> <p>Athletes will seek for prior approval before using them, or allowing sponsors to use them, for commercial or any other purposes.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Intellectual property |

|     |                                                                                                                                                                 |                 |
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|     |                                                                                                                                                                 |                 |
| 7.3 | All Parties will mutually respect and maintain reciprocal confidentiality of information at all times, both during and after the termination of this Agreement. | Confidentiality |

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**I, the applicant, on behalf of myself, members of my family, my heirs, executors, administrators and assigns, hereby forever release, discharge, and hold harmless TAS, its representatives and agents, for any injury, loss or damage to my person or property, howsoever caused, arising out of any connection with taking part in the National HPP, and notwithstanding that the same may have been contributed to or associated by the negligence of TAS, its representatives and agents.**

**I will also indemnify TAS against all claims, actions, suits or proceedings whatsoever which may be taken or made against TAS, for any act or omission by myself in relation to fulfilling my obligations and responsibilities as an athlete under the National HPP.**

|      |  |               |  |
|------|--|---------------|--|
| Name |  |               |  |
| NRIC |  | Date of Birth |  |

|                                               |  |
|-----------------------------------------------|--|
| TAS Membership Number<br>(Last 5 digits NRIC) |  |
| TAS Membership Expiry Date                    |  |

|                                                         |  |                        |  |
|---------------------------------------------------------|--|------------------------|--|
| Athlete's Signature                                     |  | Date                   |  |
| Parent/Guardian's Signature<br>(If under the age of 18) |  | Parent/Guardian's Name |  |
| Coach's Signature                                       |  | Coach's Name           |  |