



ETHICAL CODE

FOREWORD

The code of ethics of the Inclusive Padel Tour (hereafter referred to as IPT) stems from the need to establish ethical reference criteria for all those who are part of the circuit and for those who approach it, so that anyone who wishes to contribute with their enthusiasm to its mission can know, understand and necessarily share the fundamental values and principles on which it is based.

The vision of the IPT circuit is to transform padel into the inclusive sport par excellence, creating tournaments in which people with and without disabilities can play and have fun together. Our goal is to train new players with disabilities and expand the movement internationally.

People who join the circuit commit to actively participate in the scheduled tournaments throughout the year according to their availability.

WHAT IS THE CODE OF ETHICS

A primary value for IPT is the observance of ethics, understood as honesty, loyalty, fairness, which allows it to preserve the heritage of reliability and credibility that it has been able to gain over time. This code of ethics is therefore a set of guiding principles which must inspire the conduct of all those who, in various ways, contribute to IPT's mission; it is also a reference and guiding instrument which specifies the rights, duties and responsibilities of all those who gravitate within IPT.

GUIDING PRINCIPLES

Those who wish to join the IPT undertake to respect the ethical principles set out below:

- **AUTONOMY:** IPT affirms its autonomy from any economic, political, religious, social and scientific conditioning that could in any way prejudice its independence. IPT relates with representatives of the institutions whatever their political affiliation.

- **IMPARTIALITY AND INTEGRATION:** In welcoming players, IPT does not discriminate against gender, ethnicity, religion or economic status. It considers diversity to be a strength and an asset and encourages integration between players.
- **RESPECT:** Mutual respect is fundamental, just as it is fundamental to avoid any discrimination, even towards those who think differently. Respect is also due in the use of facilities and in the administration of the IPT's assets, in the knowledge that they have been painstakingly acquired.
- **PROTECTION OF INFORMATION AND CONFIDENTIALITY:** All the members of the circuit must guarantee the correct use of personal and non-personal information to which they have access in compliance with the laws on privacy and the dignity of persons.
- **GRATITUDE:** Each player offers their time and effort for free without seeking any kind of personal advantage.
- **TRANSPARENCY:** IPT undertakes to ensure that each of the subjects who, for various reasons, deal with the circuit share the organisation's decisions.
- **RELATIONS WITH THE PRESS BODIES:** IPT addresses the press and mass communication bodies only through the internal managers delegated to do so, who operate with the utmost fairness, availability and transparency, in compliance with the communication policy established by the organisation. Communication must be truthful, non-violent, respectful of the rights and dignity of the person: exploitation of the pain of others is not permitted. The dignity of the person is non-negotiable.
- **MOTIVATION, TRAINING AND CONTINUOUS GROWTH:** Given the delicate field in which IPT operates, both staff and volunteers must be animated by a strong motivational drive that will help them overcome all the inevitable difficulties they will encounter in their work.
- **MORAL INTEGRITY:** Moral integrity must always prevail in any context of circuit life. Compromises are not acceptable whatever the intent, even if the dilemma is between a secure advantage and fairness. Even if the written rules are not sufficient to clarify the multitude of practical cases that may arise, they are still a valid indication of the choices to be made. If doubts persist, one can turn to the Circuit Board.

ADHERENCE TO THE CODE OF ETHICS

All the collaborators and players of the Circuit, must adhere to and espouse the values proposed in this code, committing themselves not to damage with their behaviour, the value and image profile that IPT has built over time.

ENTRY INTO FORCE OF THE CODE OF ETHICS

This Code of Ethics is valid from 01/01/2024.

In order to maintain its effectiveness, the Code of Ethics may be reviewed and amended at regular intervals. Any updates, amendments or additions to this Code of Ethics will be duly communicated for acceptance.