

## **Internal ISSF Indemnity Guidelines**

(approved by the ISSF Executive Committee on 7 June 2021)

### **1. Preface**

The ISSF emphasises the importance of good governance also enshrined in the Olympic Agenda 2020. Among the Basic Principles of Good Governance for Sports Organisations, transparency is one of the most important.

Therefore, the ISSF Executive Committee decided to establish Internal ISSF Indemnity Guidelines. These Guidelines are in line with the legal status of the ISSF as a non-profit organisation and the whole spirit of promoting the shooting sport.

The Guidelines also take in consideration Article 4.5 of the ISSF Constitution stipulating that the members of the ISSF Bodies in general serve on honorary basis but can be reimbursed for expenses.

### **2. Indemnities**

a) The personal administrative expenses related to the execution of the respective functions within the ISSF will be compensated in general with the following fixed flat-rates for attending the official meetings:

For members of the <b>Executive Committee</b>	<b>EUR900</b>
For members of the <b>Council</b>	<b>EUR700</b>
For members of any <b>ISSF Committee</b>	<b>EUR500</b>

Payments will be made upon formal request and in general via bank transfer.

The ISSF may cover upon request additional travel and accommodation expenses on a case-by-case basis depending on the location and duration of the respective meeting.

#### b) Special meetings and special missions

Additional travel and accommodation expenses will further be covered by the ISSF in case the General Assembly, the Executive Committee or the President take the decision to hold a special meeting of an ISSF Body as well as in case the President requests a member of an ISSF Body or an official of an ISSF Member Federation for the purpose of a special mission.

In case special missions exceed the duties and anticipated time expenditure for the fulfilment of usual tasks of the respective ISSF Body member or ISSF Member Federation official, in addition to the travel and accommodation expenses a further reasonable compensation up to EUR 200 per day may be granted covering all further expenses.

c) Per-diem compensation for ISSF appointed international officials at ISSF Championships

Any individual who is appointed by the ISSF Executive Committee, President and/or Secretary General to act as an ISSF international official (cf. Article 5.4 General Regulations) at any ISSF Championship shall be granted compensation of EUR 50 per competition day of the respective ISSF Championship.