

FIFA Compliance Pocket Guide

RAISING CONCERNS FOR EXTERNALS

WHAT?

At FIFA, we all follow the same rules, play fair and live football. We work together to create a culture of respect where everyone can flourish. Part of that involves giving team members ways to speak up if they spot, or suspect, something is not right. If you see, or suspect, misconduct you have a responsibility to raise a concern.

Misconduct is any conduct that violates FIFA's Team Handbook (FIFA team members), Code of Conduct (freelancers, third parties and similar), Code of Ethics, and other applicable policies (Pocket Guides) and/or external laws or regulations.

Exampels of misconduct

- Corruption
- Bribery
- Any type of discrimination and harassment at the workplace
- Human Rights violation
- Misuse of company assets and data
- Breach of laws
- Etc.

WHY?

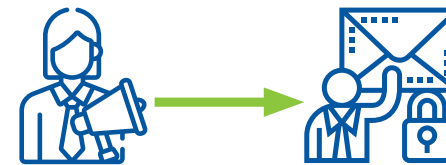
FIFA's open and positive culture supports everyone in acting with integrity, commitment and transparency and impacts FIFA's image towards its stakeholders and the world. An open and positive corporate culture requires that legal, societal and corporate standards be upheld. By reporting potential misconduct, you make an important contribution in safeguarding and protecting FIFA.

WHO?

FIFA expects everyone to promote high ethical standards and to report misconduct. If you see misconduct but don't report it, you could be considered an accomplice.

FIFA has a strong NON-RETALIATION policy: It is impossible to anticipate every possible situation in today's complex world. If you are unsure if something is misconduct or not, you should still report it. Team members who raise concerns in good faith will be protected against any potential retaliation, as will team members who provide information or help with an inquiry or investigation.

FIFA Compliance, an independent subdivision of the Legal & Compliance Division is responsible for the intake and coordination of FIFA's misconduct reports and enables all FIFA stakeholders to report actual or suspected cases of misconduct without fear of retaliation.



HOW?

You can either directly report an actual or suspected misconduct by e-mail, in person, by letter, by phone, or through the BKMS® anonymous reporting system. The only difference between the reporting channels is that the BKMS® option allows anonymity, if you do not wish to reveal your identity.

FIFA Compliance and related investigative functions will handle every matter as confidential to the extent practically and legally permissible, regardless which reporting channel is being used.



FIFA Code of Ethics
Anonymous reporting mechanism

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RAISE A CONCERN

Ask yourself



Groups	Available reporting channels			
internal	FIFA team members, freelancers and similar	- FIFA Compliance; - FIFA HR; - your line manager;	BKMS® online channel for internals	BKMS® telephone hotline for internals
external	FIFA officials, third parties and other stakeholders	- Responsible FIFA functions	BKMS® online channel for externals https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=KfuHpu&c=-1&language=eng	BKMS® telephone hotline for externals +41 (0)43 551 01 64

BKMS® is an external platform, run by an independent, third-party provider, where you can report misconduct in all four official FIFA languages in a secure, anonymous way.

