

Statutes of Seychelles Football Federation

July 2020 edition

CONTENTS

Article	Page
DEFINITIONS	3
I. GENERAL PROVISIONS	4
1-10	4
II. MEMBERSHIP	7
11-21	7
III. HONORARY PRESIDENT AND HONORARY MEMBER	12
22	12
IV. ORGANISATION	13
23-54	13
A. General Meeting	15
B. Executive Committee	22
C. President	25
D. General secretariat	26
E. Standing committees	27
F. Club licensing bodies	30
V. INDEPENDENT COMMITTEES	31
55-60	31
VI. DISCIPLINARY MEASURES	34
61	34
VII. ARBITRATION	35
62-63	35
VIII. FINANCE	36
64-71	36
IX. COMPETITIONS AND RIGHTS IN COMPETITIONS AND EVENTS	38
72-75	38
X. INTERNATIONAL MATCHES AND COMPETITIONS	39
76-78	39
XI. FINAL PROVISIONS	40
79-83	40
ANNEXE A – QUESTIONNAIRE FOR INTEGRITY CHECKS	42




DEFINITIONS

The terms given below denote the following:

SFF: Seychelles Football Federation.

FIFA: Fédération Internationale de Football Association.

CAF: Confederation of African Football.

COSAFA: Council of Southern Africa Football Associations.

NSC: National Sports Council.

Association: a football association recognised as such by FIFA and by the relevant confederation. It is a member of FIFA, unless a different meaning is evident from the context.

League: an organisation that is subordinate to an association.

Regional association: an organisation that is subordinate to an association.

Confederation: a group of associations recognised by FIFA that belong to the same continent (or assimilable geographic region).

Club: a member of an association (that is a member of FIFA and of the relevant Confederation) or a member of a league recognised by an association that enters at least one team in a competition.

Official: any board member (including the members of the Executive Committee), committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters in FIFA, a Confederation, an Association, a league or a club as well as any other persons obliged to comply with the FIFA Statutes (except players and intermediaries).

Player: a football player licensed by the SFF.

General Meeting: the supreme and legislative body of SFF.

Executive Committee: the strategic and oversight body of SFF.

Member: a legal person that has been admitted into membership of SFF by the General Meeting.

Delegate: a natural person validly representing a Member at the General Meeting.

Association football: the game controlled by FIFA and organised by FIFA, the Confederations and/or the Associations in accordance with the Laws of the Game.

Laws of the Game: the laws of association football issued by the IFAB in accordance with the relevant provisions of the FIFA Statutes.

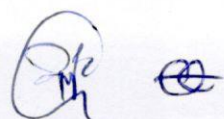
The IFAB: The International Football Association Board (IFAB).

Ordinary Courts: state courts which hear public and private legal disputes.

Arbitration Tribunal: an independent and duly constituted private court of justice acting instead of an ordinary court.

CAS: Court of Arbitration for Sport based in Lausanne (Switzerland).

NB: Terms referring to natural persons include both genders. Any term in the singular applies to the plural and vice-versa. Furthermore, the footnotes contained in these model statutes only serve to clarify certain provisions or issues and to provide alternatives to be considered by the association. Footnotes may however be deleted once the association has finalised its Statutes.

Handwritten signature and a circular stamp with a cross inside.

Article 1 Legal form, headquarters and trademarks

- ¹ SFF is a private organisation of an associative nature established pursuant to the Registration of Associations Act of the Republic of Seychelles on the 18th of April 1995. It is formed for an unlimited period.
- ² The headquarters of SFF are located in at the Maison Football at Roche Caiman in Mahé, Seychelles.
- ³ SFF is a member of FIFA, CAF and COSAFA. SFF is recognised by the NSC as the national governing body of association football in the Republic of Seychelles.
- ⁴ The flag of SFF is depicted in Annexe B.
- ⁵ The emblem of SFF is depicted in Annexe C.
- ⁶ The logo of SFF is depicted in Annexe D.
- ⁷ The flag, emblem, logo and abbreviation are legally registered with the Registrar of Associations.

Article 2 Objectives

The objectives of the SFF are:

- a) to improve the game of football and promote, regulate and control it throughout the territory of SFF in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
- b) to organise competitions in association football, futsal and beach soccer at the national level, by defining precisely, as required, the areas of authority conceded to the various leagues of which it is composed;
- c) to draw up regulations and provisions and ensure their enforcement;
- d) to protect the interests of its Members;
- e) to implement, respect and prevent any infringement of the Statutes, regulations, directives and decisions of FIFA, of CAF and of SFF as well as the Laws of the Game, and to ensure that these are also respected by its Members;
- f) to promote integrity, ethics and fair play with a view to preventing all methods or practices, such as corruption, doping or match manipulation, which might jeopardise the integrity of matches, competitions, players, officials and Members or give rise to abuse of association football, futsal or beach soccer;
- g) to promote and strengthen good governance principles and practices at the national level and encourage its Members to adopt their own good governance principles;
- h) to promote the development of women's football and the full participation of women at all levels of football governance;
- i) to control and supervise all friendly football matches of all forms played throughout the territory of SFF;
- j) to control and supervise association football, futsal and beach soccer at national level and to control and supervise all forms of international football matches played throughout the territory of the SFF, in accordance with the relevant Statutes and regulations of FIFA and of the Confederations;
- k) to manage international sporting relations connected with Association Football, futsal and beach soccer;
- l) to host competitions at international and other levels;



m) to promote the development of professional club football and professional leagues of the SFF.

Article 3 Human rights

SFF is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.

Article 4 Non-discrimination and equality

Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion and/or other disciplinary measures.

Article 5 Neutrality and institutional independence

- 1 SFF is neutral in matters of politics and religion.
- 2 The Members of SFF shall also be neutral in matters of politics and religion and shall ensure that their own members remain neutral.
- 3 SFF shall remain independent and shall avoid any form of undue political interference. SFF shall manage its affairs independently and shall ensure that its own affairs are not influenced by any third parties.

Article 6 Promoting friendly relations

- 1 SFF shall promote friendly relations between its Members, clubs, Officials and Players and generally in society for humanitarian objectives.
- 2 SFF shall provide the necessary institutional means to resolve any internal dispute that may arise between the Members, clubs, officials and players.

Article 7 Players

- 1 The status of players and the provisions for their registration shall be regulated by the Executive Committee in accordance with the FIFA Regulations on the Status and Transfer of Players.
- 2 Players shall be registered in accordance with the regulations of SFF.

Two handwritten signatures in blue ink are located at the bottom right of the page. The first signature is a stylized 'R' with a flourish, and the second is a circular mark with a horizontal line through it.

Article **8** **Laws of the Game**

- ¹ SFF and each of its Members shall play Association Football in compliance with the Laws of the Game issued by The IFAB. Only The IFAB may lay down and alter the Laws of the Game.
- ² SFF and each of its Members shall play futsal in accordance with the Futsal Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Futsal Laws of the Game.
- ³ SFF and each of its Members shall play beach soccer in accordance with the Beach Soccer Laws of the Game issued by FIFA. Only FIFA may lay down and alter the Beach Soccer Laws of the Game.

Article **9** **Conduct of bodies, Officials and others**

- ¹ All bodies and officials of the SFF shall observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, of CAF and of SFF, in their activities.
- ² Every person and organisation involved in the game of association football, futsal and beach soccer in the territory of SFF is obliged to observe the relevant statutes, regulations and the principles of fair play as well as the principles of loyalty, integrity and sportsmanship.

Article **10** **Official languages**

- ¹ The official language of SFF shall be English. Official documents and texts shall be written in this language.
- ² The official speaking languages at the General Meeting shall be English, French and Creole.

Handwritten signature and initials in blue ink, located at the bottom right of the page.

Article 11 Admission, suspension and expulsion

- ¹ The General Meeting shall decide whether to admit, suspend or expel a Member.
- ² Admission may be granted if the applicant fulfils the requirements of SFF in accordance with these Statutes.
- ³ Membership is terminated by resignation or expulsion. Loss of membership does not relieve the Member from its financial obligations towards SFF or other Members of SFF, but suffers the loss of all rights in relation to SFF.
- ⁴ SFF shall ensure that all relevant stakeholders are represented within its General Meeting. The interests of women's football shall also be adequately represented in the General Meeting.

Article 12 Members

The Members of SFF are:

- a) 1st division clubs;
- b) 2nd division clubs;
- c) 3rd division clubs;
- d) Inner league;
- e) Women's Football association;
- f) Beach soccer association;
- g) Referees association.

Article 13 Admission

- ¹ Any legal person wishing to become a Member of SFF shall apply in writing to the general secretariat of SFF.
- ² The application must be accompanied by the following mandatory items:
 - a) a copy of its legally valid statutes or constitutional document and, if applicable, regulations;
 - b) a declaration that it will comply at all times with the Statutes, regulations and decisions of SFF, FIFA and CAF and ensure that these are also respected, if applicable, by its own members, clubs, officials and players;
 - c) a declaration that it will comply with the Laws of the Game in force as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA;
 - d) a declaration that it will not take matters of interpretation and application, or any decisions whatsoever, of the FIFA, CAF and SFF Statutes, regulations, decisions and directives to ordinary courts unless the FIFA Statutes or regulations, the CAF Statutes or the SFF regulations, or binding legal provisions, provide for or stipulate recourse to ordinary courts. ;
 - e) a declaration that it recognises CAS as specified in these Statutes;

- f) a declaration that it is located and registered (if legally required) on the territory of SFF;
- g) a declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity;
- h) a declaration to the effect that the members of its own bodies were elected or appointed as a result of a procedure that guarantees the complete independence of the election or appointment;
- i) a list of officials, specifying those who are authorised signatories with the right to enter into legally binding agreements with third parties;
- j) a copy of the minutes of its last general meeting or constitutional meeting;
- k) if applicable, a declaration that it undertakes to organise or participate in friendly matches only with the prior consent of SFF;
- l) if applicable, a declaration that it will play all official home matches on the territory of SFF.

Article 14 Request and procedure for application

- 1 The procedure for admission shall be regulated by special regulations approved by the Executive Committee.
- 2 The Executive Committee shall request that the General Meeting either admit an applicant or not. The applicant may state the reasons for its application to the General Meeting.
- 3 The new Member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected with immediate effect.

Article 15 Members' rights

- 1 The Members of SFF have the following rights:
 - a) to take part in the General Meeting, to receive its agenda in advance, to be called to the General Meeting within the prescribed time, to exercise their rights to participate in the debates and discussions and to exercise their voting rights;
 - b) to draw up proposals for inclusion in the agenda of the General Meeting;
 - c) to nominate candidates for elections and/or appointment to the relevant bodies of SFF;
 - d) to be informed of the affairs of SFF through its official bodies, including the right for each SFF Member to receive via its official e-mail address the minutes of each meeting of the Executive Committee;
 - e) to take part in competitions (if applicable) and/or other sporting activities organised by SFF;
 - f) to exercise all other rights arising from the Statutes and regulations of SFF.
- 2 The exercise of these rights is subject to other provisions in the Statutes and applicable regulations of SFF.

Article 16 Members' obligations

- 1 The Members of SFF have the following obligations:
 - a) to comply fully with the Statutes, regulations, directives and decisions of FIFA, CAF and SFF at all times and to ensure that these are also respected by its members;

- b) to ensure the election of its decision-making bodies at least every four years;
- c) to take part in competitions (if applicable) and other sporting activities organised by SFF;
- d) to pay their membership subscriptions;
- e) to respect the Laws of the Game as laid down by The IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA, and to ensure that these are also respected by its members through a statutory provision;
- f) to adopt a statutory clause specifying that any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of SFF may only be referred in the last instance (i.e. after exhaustion of all internal channels within SFF) to CAS which shall definitely settle the dispute to the exclusion of any ordinary court, unless expressly prohibited by the legislation in force in the Republic of Seychelles.
- g) to adopt a statutory clause specifying that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or of may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA and CAF;
- h) to manage their affairs independently and ensure that their own affairs are not influenced by any third parties in accordance with art. 20 of these Statutes;
- i) to ensure that their bodies are either elected or appointed according to a procedure that guarantees the complete independence of the election or appointment;
- j) to communicate to SFF any amendment to its statutes and regulations as well as the list of its officials who are authorised signatories with the right to enter into legally binding agreements with third parties;
- k) not to maintain any relations of a sporting nature with entities that are not recognised or with Members that have been suspended or expelled;
- l) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a statutory provision;
- m) to register its official e-mail address at the SFF General Secretariat;
- n) to observe the mandatory items specified under art. 13 par. 2 of these Statutes for the duration of their affiliation;
- o) to administer a register of members which shall regularly be updated;
- p) to ratify statutes that are in accordance with the requirements of these Statutes;
- q) to comply fully with all other duties arising from the Statutes and other regulations of FIFA, CAF and SFF.

² Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in these Statutes.

³ Violation of par. 1 h) above may also lead to sanctions, even if the third-party influence was not the fault of the Member concerned. Each Member of SFF is responsible towards it for any and all acts of the members of their bodies caused by the gross negligence or wilful misconduct of such members.

Article 17 Suspension

¹ The General Meeting is responsible for suspending a Member. The Executive Committee may, however, temporarily suspend a Member that seriously and/or repeatedly violates its obligations as a Member with immediate effect. The suspension approved by the Executive Committee shall last until the next General Meeting, unless the Executive Committee has lifted it in the meantime.

² The presence of a majority (quorum being more than 50%) of the delegates representing the Members eligible to vote is necessary for a suspension to be valid. A suspension of a Member by the General Meeting or the Executive Committee shall be confirmed at the next General Meeting with quorum of 50% presence, to be completed by a three-quarter majority of the valid votes cast required. If it is not confirmed, the suspension shall be automatically lifted.

³ A suspended Member shall lose its membership rights, but not be relieved of its financial obligations. Other Members may not entertain sporting contact with a suspended Member. The Disciplinary and Ethics Committee may impose further sanctions.

⁴ Members that do not participate in the sporting activities of SFF for one sporting season shall be automatically suspended by the General Secretariat from voting at the General Meeting and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article 18 Expulsion

¹ The General Meeting may expel a Member if it seriously and repeatedly violates the Statutes, regulations directives or decisions of FIFA, CAF and SFF.

² The presence of a majority (quorum more than 50%) of the delegates representing the Members eligible to vote at the General Meeting is necessary for an expulsion to be valid, and the motion for expulsion must be adopted by a three-quarter majority of the valid votes cast.

Article 19 Resignation

¹ A Member may resign with effect only after and within 30 days of the end of a football season. Notice of resignation must be delivered to the general secretariat no later than 90 days before the end of the football season.

² The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards SFF and its other Members.

Article 20 Independence of Members and their bodies

¹ Each Member shall manage its affairs independently and with no undue influence from third parties.

² The Members' bodies shall be either elected or appointed. The Members' statutes shall provide for a democratic procedure that guarantees the complete independence of the election or appointment.

³ Any Members' bodies that have not been elected or appointed in compliance with the provisions of par. 2 above, even on an interim basis, shall not be recognised by SFF.

⁴ Decisions passed by bodies that have not been elected or appointed in compliance with par. 2 above shall not be recognised by SFF.

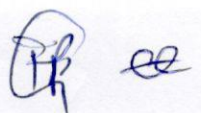
Article **21** Status of clubs, leagues, regional associations and other groups of clubs

- ¹ Clubs, leagues, regional associations or any other groups of clubs affiliated to SFF shall be subordinate to and recognised by SFF. There shall only be one top-tier national league on the territory of SFF.
- ² These Statutes define the scope of authority and the rights and duties of the entities mentioned in par. 1 above. Their statutes and regulations shall be in line with the requirements and obligations of the Statutes and regulations of SFF. SFF shall have the primary responsibility to regulate matters relating to refereeing, the fight against doping, the registration of players, club licensing, the imposition of disciplinary measures, including for ethical misconduct, as well as measures required to protect the integrity of competitions.
- ³ The entities mentioned in par. 1 above shall take all decisions on any matters regarding their membership independently of any external body. This obligation applies regardless of their corporate structure.
- ⁴ In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control over more than one club or group of clubs whenever the integrity of any match or competition could be jeopardised.

Handwritten signature and initials in blue ink at the bottom right of the page.

Article **22** Honorary president and honorary member

- ¹ The General Meeting may bestow the title of honorary president or honorary member upon any person for meritorious service to football.
- ² The Executive Committee shall make these nominations.
- ³ The honorary president or honorary member may attend the General Meeting. They may join the debates but are not entitled to vote.
- ⁴ The honorary president or honorary member shall not be actively involved in football-related activities.

Handwritten signature and initials in blue ink, located at the bottom right of the page. The signature appears to be 'IR' followed by a stylized 'ee'.

Article **23** Bodies

- ¹ The General Meeting is the supreme and legislative body.
- ² The Executive Committee is the strategic and oversight body.
- ³ Standing and ad hoc committees shall advise and assist the Executive Committee and the general secretariat in fulfilling their duties.
- ⁴ The general secretariat is the executive, operational and administrative body.
- ⁵ The club licensing bodies are in charge of the club licensing system within SFF.
- ⁶ The independent committees fulfil their functions in accordance with these Statutes and applicable regulations. The independent committees are the Audit and Compliance Officer, the electoral committees and the judicial bodies.
- ⁷ The judicial bodies are the Disciplinary Committee, the Ethics Committee, the Appeals Committee and the National Dispute Resolution Chamber (NDRC).
- ⁸ The bodies shall be either elected or appointed by SFF itself without any undue external influence and in accordance with the procedures described in these Statutes. The members of the bodies shall not have previously been found guilty of any criminal offence incompatible with the position.
- ⁹ Any member of the bodies must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interest. In particular, members of the bodies shall always be aware of, and comply with, the relevant provisions of the FIFA Code of Ethics on conflicts of interest and adjust their conduct as necessary (e.g. abstain from performing their duties, notify the chairperson in cases of potential conflicts of interest, etc.).

Article **24** Dismissal of a member of a body

- ¹ The General Meeting may dismiss a member of a body. The Executive Committee may also dismiss a member of a body provisionally, with the exception of the members of the independent committees. The provisional dismissal approved by the Executive Committee shall be confirmed by the next General Meeting, unless the Executive Committee has lifted it in the meantime. If the next General Meeting is of an elective nature, a dismissed member shall be allowed to be an elective candidate (provided that he fulfils the relevant eligibility criteria) on a conditional basis depending on the final decision of the General Meeting on his dismissal which shall be taken before the election.
- ² The motion for dismissal must be justified and shall be sent to the members of the Executive Committee and/or to the Members of SFF along with the respective agenda.
- ³ The member of the body in question has the right to defend himself in front of the Executive Committee and/or the General Meeting.
- ⁴ The motion for dismissal shall be decided by means of secret ballot at the Executive Committee and/or the General Meeting. For the motion to be passed, quorum of 50% attendance with a majority of three-quarters of the valid votes is required.
- ⁵ The member dismissed (provisionally or not) is relieved of his functions with immediate effect.

A. GENERAL MEETING

Article 25 Definition and composition

- 1 The General Meeting is a meeting at which all of the Members regularly convene. It represents the supreme and legislative authority of SFF. Only a General Meeting that is duly convened has the authority to make decisions.
- 2 The General Meeting shall be constituted in accordance with the principles of representative democracy and shall take into account the importance of gender equality in football.
- 3 The General Meeting may be ordinary or extraordinary.
- 4 The President shall chair the General Meeting in compliance with these Statutes, the Standing Orders of the General Meeting as well as any applicable regulations.
- 5 The Executive Committee may appoint observers who take part in the General Meeting without the right to debate or to vote.
- 6 The honorary presidents or honorary members may take part in the General Meeting. They may join the debates but are not entitled to vote.

Article 26 Delegates and votes

- 1 The General Meeting is composed of **X** delegates. The number of delegates is allocated as follows:
 - a) for each club of 1st division: 1 delegate (i.e. 10 clubs x 1 = 10 delegates);
 - b) for each club of 2nd division: 1 delegate (i.e. 12 clubs x 1 = 12 delegates);
 - c) for each club of 3rd division: 1 delegate (i.e. 12 clubs x 1 = 12 delegates);
 - d) for the Inner League: 1 delegates;
 - e) for the referees' association: 1 delegates;
 - f) for the beach soccer association: 1 delegates;
 - g) for the women's football association: 1 delegates.
- 2 Delegates must belong to the Member that they represent and be appointed or elected by the appropriate body of that Member. They must also be able to produce evidence of this upon request.
- 3 Each delegate has one vote in the General Meeting. Only the delegates present are entitled to vote. Voting by proxy or by letter is not permitted.
- 4 The members of the Executive Committee and the General Secretary shall take part in the General Meeting without voting rights. During their terms of office, members of the Executive Committee may not be appointed as delegates to the General Meeting.

Article 27 Areas of authority

The General Meeting has the following areas of authority:

- a) adopting or amending these Statutes and the Standing Orders of the General Meeting;
- b) appointing two (2) Members to review the minutes and approving the minutes of the last meeting;
- c) electing the President, the vice-president(s) and members of the Executive Committee;
- d) ratifying the chairpersons, the deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Officer, electoral committees and judicial bodies), upon proposal of the Executive Committee;
- e) appointing scrutineers to count the votes and to assist the General Secretary in distributing the ballot papers issued for the elections;
- f) approving the annual audited financial statements, including the consolidated financial statements and the annual report;
- g) approving the budget;
- h) approving the activity report (containing the activities of SFF since the last General Meeting);
- i) appointing the independent and external auditors upon proposal of the Executive Committee;
- j) fixing the membership subscriptions upon proposal of the Executive Committee;
- k) bestowing the title of honorary president or honorary member, upon proposal of the Executive Committee;
- l) admitting, suspending or expelling a Member;
- m) dismissing a member of a body of SFF;
- n) dissolving SFF;
- o) passing decisions at the request of a Member in accordance with these Statutes or passing any decision entrusted to the General Meeting in accordance with these Statutes.

Article **28** Quorum

- ¹ Decisions passed by the General Meeting shall only be valid if a majority (more than 50%) of the delegates representing the Members eligible to vote are present.
- ² If quorum is not achieved, a second General Meeting shall take place on the same day the following week with the same agenda.
- ³ Quorum is not required for the second meeting of the General Meeting unless an item on the agenda proposes the amendment of these Statutes, the election of the President, vice-presidents or members of the Executive Committee, the election of the chairpersons, deputy chairpersons or members of the independent committees, the dismissal of a member of a body, the suspension or expulsion of a Member or the dissolution of SFF.
- ⁴ Once it is declared that the General Meeting has been convened and composed in accordance with these Statutes, the quorum shall not be influenced by delegates departing.



Article 29 Decisions

- 1 A decision that requires a vote shall be reached by a show of hands or by means of an electronic count, unless decided otherwise by the General Meeting. If a show of hands does not result in a clear majority in favour of a motion, the vote shall be taken by calling the roll in alphabetical order.
- 2 Unless otherwise stipulated in these Statutes, a majority (more than 50%) of the valid votes cast is sufficient for a decision to be valid. Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.

Article 30 Elections

- 1 Elections shall be conducted by secret ballot.
- 2 Elections shall be conducted in accordance with the Electoral Code of SFF and shall be supervised by the Electoral Committee.
- 3 The election for the positions within the Executive Committee shall take place every four years in accordance with the provisions of these Statutes. At least one position shall be reserved for a female candidate. Every candidate in the election for the positions within the Executive Committee shall be proposed by at least 5 Members. Each Member shall support one candidate for each given position only. If a Member supports more than one candidate for each relevant position, none of its expressions of support shall be considered valid.
- 4 A majority (more than 50%) of the valid votes cast is necessary for the election of the President and vice-president(s) of SFF. If there are more than two candidates for the office of President or for any of the offices of vice-presidents, whoever obtains the lowest number of votes is eliminated after each ballot until only two candidates are left.
- 5 For the election of the other members of the Executive Committee, the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected.
- 6 For the election of the chairpersons, deputy chairpersons and members of the independent committees (i.e. Audit and Compliance Officer, electoral committees and judicial bodies), the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected. These elections may be conducted *en bloc*. However, at the request of at least 50% delegates representing the Members, a separate vote for a specific candidate shall take place.
- 7 In case of a tied vote in any elections of any body, two new ballots shall be conducted in accordance with the procedure set forth in this article. If the tied vote remains, the relevant position shall remain vacant until a new elective General Meeting is convened to proceed with new elections according to these Statutes. Said new elective General Meeting shall be convened at the latest six months after the last elective General Meeting.
- 8 Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.
- 9 Candidatures for any of the positions of the Executive Committee shall be sent to the general secretariat at least 45 days before the relevant elective General Meeting. The official list of candidates must be passed to the Members of SFF at least 15 days before the General Meeting at which the Executive Committee shall be elected. The provisions of this paragraph shall also apply when elections take place during an Extraordinary General Meeting.
- 10 Candidatures for any of the positions of the independent committees (i.e. Audit and Compliance Officer, electoral committees and judicial bodies) must be passed to the Members of SFF at least 15 days before the



General Meeting at which the members in question shall be elected. The Executive Committee shall compile the final list and send it to the general secretariat at the latest 12 days before the General Meeting.

Article **31** Ordinary General Meeting

- ¹ The Ordinary General Meeting shall be held every year.
- ² The Executive Committee shall fix the place and date. The Members shall be notified in writing at least 60 days in advance.
- ³ Any proposal that a Member wishes to submit to the General Meeting shall be sent to the general secretariat in writing, with a brief explanation, at least 45 days before the date of the General Meeting.
- ⁴ The formal convocation shall be made in writing at least 15 days before the date of the General Meeting. This convocation shall contain the agenda, the activity report, the financial statements, the independent and external auditors' report and any other relevant documents.

Article **32** Ordinary General Meeting agenda

- ¹ The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members.
- ² The General Meeting agenda shall include the following mandatory items (in chronological order):
 - a) a declaration that the General Meeting has been convened and composed in compliance with these Statutes;
 - b) approval of the agenda;
 - c) an address by the President;
 - d) appointment of Members to check the minutes;
 - e) appointment of scrutineers;
 - f) suspension or expulsion of Members (if applicable);
 - g) approval of the minutes of the preceding General Meeting;
 - h) activity report (containing the activities since the last General Meeting);
 - i) presentation of the consolidated and revised balance sheet and the profit and loss statement;
 - j) approval of the financial statements;
 - k) approval of the budget;
 - l) votes on proposals for amendments to these Statutes and the Standing Orders of the General Meeting (if applicable);
 - m) discussion of proposals submitted by the Members and the Executive Committee in accordance with the procedure stipulated under art. 31 par. 3 of these Statutes;
 - n) appointment of the independent and external auditors (if applicable) upon proposal of the Executive Committee;
 - o) dismissal of a member of a body of SFF (if applicable);
 - p) election of the President, vice-presidents and members of the Executive Committee (if applicable);
 - q) elections of the members of the independent committees, i.e. the Audit and Compliance Officer, electoral committees and judicial bodies (if applicable);



- r) admission for membership (if applicable).
- 3 The General Meeting shall not take a decision on any point not included in the agenda.
- 4 The agenda of an Ordinary General Meeting may be altered, more than 2/3 of the delegates representing the Members present at the General Meeting and eligible to vote agree to such a motion.

Article **33** Extraordinary General Meeting

- 1 The Executive Committee may convene an Extraordinary General Meeting at any time.
- 2 The Executive Committee shall convene an Extraordinary General Meeting if two-thirds of the delegates representing the Members of SFF make such a request in writing. The request shall specify the items to be included in the agenda. An Extraordinary General Meeting shall be held within 21 days of receipt of the request. If an Extraordinary General Meeting is not convened, the delegates representing the Members who requested it may convene the General Meeting themselves. In doing so, they shall inform all the Members of SFF and the Executive Committee of the date and location of the Extraordinary General Meeting, along with the items to be included in the agenda in accordance with par. 3 below.
- 3 The Members shall be notified of the place, date and agenda at least 21 days before the date of an Extraordinary General Meeting.
- 4 When an Extraordinary General Meeting is convened on the initiative of the Executive Committee, it must draw up the agenda. When it is convened upon the request of the Members, the agenda must contain the points raised by those Members.
- 5 The agenda of an Extraordinary General Meeting must not be altered.

Article **34** Amendments to the Statutes and Standing Orders of the General Meeting

- 1 The General Meeting is responsible for amending these Statutes and the Standing Orders of the General Meeting.
- 2 Any proposals for an amendment to these Statutes and the Standing Orders of the General Meeting must be submitted in writing with a brief explanation to the general secretariat by a Member or by the Executive Committee. A proposal submitted by delegates representing a Member is valid, provided it has been supported in writing by at least one third other delegates representing the Members.
- 3 For a vote on an amendment to the Statutes and to the Standing Orders of the General Meeting to be valid, three-fifths of the delegates representing the Members eligible to vote must be present.
- 4 A proposal for an amendment to these Statutes and to the Standing Orders of the General Meeting shall be adopted only if three-quarters of the delegates representing the Members present of the delegates representing the Members present and eligible to vote agree to it.

Article **35** Minutes

The General Secretary shall be responsible for recording the minutes at the General Meeting. The minutes shall be checked by those Members designated, and finally approved at the next General Meeting.



Article **36** Effective dates of decisions

Decisions passed by the General Meeting shall come into effect for the Members immediately after the closure of the General Meeting, unless otherwise stipulated in these Statutes or unless the General Meeting fixes another date for a decision to take effect.

Handwritten signature and initials in blue ink at the bottom right of the page.

B. EXECUTIVE COMMITTEE

Article 37 Composition

- 1 The Executive Committee shall consist of nine (9) members as follows:
 - a) President;
 - b) Vice-president;
 - c) Treasurer;
 - d) six (6) ordinary members, one of whom shall be a woman.
- 2 The President, the Vice-president, The Treasurer and the other members of the Executive Committee shall be elected by the General Meeting in accordance with art. 30 of these Statutes. They shall undergo an integrity check, to be conducted by the Audit and Compliance Officer, prior to their election or re-election.
- 3 The mandate of the President, vice-presidents and members of the Executive Committee shall be for four years. Their mandates shall immediately begin after the end of the General Meeting which has elected them and expire at the end of the General Meeting at which their successors are elected. No person may serve as President for more than three terms of office (whether consecutive or not). All other members (including any vice-president) of the Executive Committee may serve for no more than three terms of office (whether consecutive or not). Any partial term of office shall count as one full term.
- 4 All members of the Executive Committee shall have already been active in football for at least three (3) continuous years in the last ten (10) years, shall be citizens and residents of the Republic of Seychelles and shall fulfil the prerequisites stipulated in art. 23 par. 8 of these Statutes.
- 5 A member of the Executive Committee may not at the same time be a member of an independent committee and may not be appointed/elected as a delegate representing a Member at the General Meeting.
- 6 If a position or up to 50% of the positions of the Executive Committee become vacant, the Executive Committee shall fill the position(s) in question until the next General Meeting, when replacement(s) for the position(s) will be elected for the remaining period of office.
- 7 If more than 50% of the positions of the Executive Committee become vacant, the General Secretary shall convene an Extraordinary General Meeting within the prescribed period of time.
- 8 Any position within the Executive Committee shall be considered vacant in case of death, resignation or if the member concerned is permanently prevented from performing his official function.
- 9 A member of the Executive Committee may not at the same time be a member of an executive committee of another sports association.
- 10 A member of the Executive Committee may not at the same time be a member of the SFF administration. As a consequence, any SFF employee who wants to candidate for a position within the SFF Executive Committee must hand his/her official written resignation to the SFF general secretariat one (1) month prior to submitting his/her nomination for the relevant position within the Executive Committee.
- 11 Should there be no candidate for the female member position in the Executive Committee, the Executive Committee shall fill up the relevant position with a female member until the next Congress, which will elect for the remaining period of office the female member temporarily chosen by the Executive Committee or any other female candidate running for elections in line with art. 30 above.
- 12 In addition, such female member position in the Executive Committee shall not prevent any other woman from applying to the other positions within the Executive Committee of the FFB.



Article **38** Meetings

- 1 The Executive Committee shall meet at least eight (8) times a year. The members of the Executive Committee shall attend the meetings regularly. Non-attendance to two consecutive meetings will lead to the dismissal of the member in accordance with the provisions outlined in art. 24 above.
- 2 The President shall convene the Executive Committee meetings. If a majority (more than 50%) of the Executive Committee members request a meeting, the President shall convene it so that the meeting is held within 14 days of the receipt of the request. If the President does not convene the requested meeting by the aforementioned deadline, the other members of the Executive Committee shall convene it themselves, but must send the agenda to all members of the Executive Committee at least 3 days before the meeting in line with par. 3 below.
- 3 The President, assisted by the general secretariat, shall compile the agenda. Each member of the Executive Committee is entitled to propose items for inclusion in the agenda. The members of the Executive Committee must submit the items they wish to be included in the agenda for the meeting to the general secretariat at least seven days before the meeting. The agenda must be sent out to the members of the Executive Committee at least three days before the meeting.
- 4 The General Secretary shall take part in the meetings of the Executive Committee in a consultative role and without voting rights. If the General Secretary is unable to attend a meeting, he may nominate a representative to attend the meeting on his behalf, subject to the approval of the Executive Committee.
- 5 The meetings of the Executive Committee shall not be held in public. The Executive Committee may, however, invite third parties to attend. Those third parties shall not have voting rights, and may only express an opinion with the permission of the Executive Committee.
- 6 The President may also convene the Executive Committee on an urgent basis to deal with any matter requiring immediate settlement between two meetings of the Executive Committee. If the members of the Executive Committee cannot meet physically, decisions may be passed through other modern means of written communication (e.g. emails or messaging apps).

Article **39** Powers

The Executive Committee shall have the following powers:

- a) shall pass decisions on all cases that do not come within the sphere of responsibility of the General Meeting or are not reserved for other bodies by law or under these Statutes;
- b) shall prepare, with the assistance of the general secretariat, and convene the Ordinary and Extraordinary General Meeting;
- c) shall appoint the chairpersons, deputy chairpersons and members of the standing committees;
- d) may decide to set up ad hoc committees if necessary, at any time;
- e) shall approve and issue the regulations for the organisation of standing committees and ad hoc committees;
- f) shall appoint the General Secretary upon proposal of the President. The General Secretary may be dismissed by the Executive Committee acting alone;
- g) shall propose the independent and external auditors to the General Meeting;
- h) shall appoint replacements for vacancies in the independent committees until the next General Meeting;
- i) shall approve and issue regulations governing the conditions of participation in and the staging of competitions organised by SFF;



- j) shall appoint the coaches for the representative teams and other technical staff;
- k) shall approve and issue the Internal Organisation Regulations of SFF;
- l) shall ensure that these Statutes are applied and adopt the executive arrangements required for their application;
- m) may dismiss a member of a body or suspend a Member of SFF provisionally until the next General Meeting;
- n) shall submit a list of potential candidates of the independent committees to the General Meeting which shall ratify the persons for those positions;
- o) may delegate tasks under its authority to other bodies;
- p) may appoint observers who may take part in the General Meeting without the right to debate or to vote.

Article **40** Decisions

- 1 The Executive Committee shall not engage in valid debate unless 6 of its members are present.
- 2 The Executive Committee shall reach decisions by a majority (more than 50%) of the valid votes cast. Voting by proxy or by letter is not permitted.
- 3 Any member of the Executive Committee must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
- 4 The decisions taken shall be recorded in the minutes.
- 5 The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.



C. PRESIDENT

Article 41 President

- 1 The President is primarily responsible for:
 - a) implementing the decisions passed by the General Meeting and the Executive Committee through the general secretariat;
 - b) ensuring the effective functioning of the bodies in order that they achieve the objectives described in these Statutes;
 - c) supervising the work of the general secretariat;
 - d) the relations between SFF and its Members, FIFA, CAF, political bodies and other organisations.
- 2 Only the President may propose to the Executive Committee the appointment of the General Secretary. The President may however also propose to the Executive Committee the dismissal of the General Secretary.
- 3 The President shall preside over the General Meeting and the Executive Committee meetings and those committees of which he has been appointed chairperson.
- 4 The President shall have an ordinary vote on the Executive Committee.
- 5 If the President is absent or unavailable, the vice-president available shall deputise.
- 6 If the position of the President becomes vacant in the sense of art. 37 par. 8 of these Statutes, the longest-serving vice-president shall deputise until the next General Meeting. This General Meeting shall elect a new President for the remaining period of office.
- 7 Any additional powers of the President shall be contained in the Internal Organisation Regulations of SFF.

Article 42 Representation and signature

The President represents SFF generally. Legal documents shall be signed by the President and the General Secretary jointly.

Handwritten signature and initials in blue ink, located at the bottom right of the page.

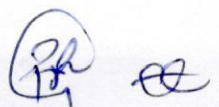
D. GENERAL SECRETARIAT

Article 43 General secretariat

The general secretariat is the executive, operational and administrative body and shall carry out the work of SFF under the direction of the General Secretary. The members of the general secretariat are bound by the Internal Organisational Regulations of SFF and shall fulfil the given tasks in good faith.

Article 44 General Secretary

- ¹ The General Secretary is the chief executive officer of SFF.
- ² The General Secretary shall be formally appointed by the Executive Committee, upon proposal by the President, on the basis of an agreement governed by private law and shall have the necessary professional qualifications and/or experience.
- ³ The General Secretary shall be responsible for:
 - a) implementing decisions passed by the General Meeting and Executive Committee in compliance with the President's directives;
 - b) attending the General Meeting and meetings of the Executive Committee and the standing and ad hoc committees;
 - c) organising the General Meeting and meetings of the Executive Committee and other bodies;
 - d) compiling the minutes for the meetings of the General Meeting, Executive Committee and standing and ad hoc committees;
 - e) managing and keeping the accounts;
 - f) correspondence;
 - g) the relations with the Members, committees, FIFA and CAF, under the direction of the President;
 - h) organising the general secretariat;
 - i) the appointment and dismissal of staff working in the general secretariat;
 - j) providing the electoral committees with logistic and operative support for the elections.
- ⁴ Any additional responsibilities and duties assigned to the General Secretary shall be stipulated in the Internal Organisation Regulations of SFF.
- ⁵ The General Secretary shall not be a General Meeting delegate or a member of any other body.

Two handwritten signatures in blue ink are located at the bottom right of the page. The first signature is a stylized 'P' followed by a flourish, and the second is a cursive 'A' followed by a flourish.

E. STANDING COMMITTEES

Article 45 Standing committees

- 1 The standing committees are:
 - a) Finance Committee;
 - b) Technical, Development and Grassroots Committee;
 - c) Referees Committee;
 - d) Players' Status Committee;
 - e) Women's Football Committee.
- 2 Chairpersons, deputy chairpersons and members of the standing committees may be members of the Executive Committee with the exception of those of the Referees Committee, who may not belong to the Executive Committee. The members of each standing committee shall be appointed by the Executive Committee upon proposal of the Members of SFF or the President. The Executive Committee shall ensure appropriate female representation on standing committees. The chairpersons, deputy chairpersons and the members of the standing committees shall be designated for a term of office of four years.
- 3 Each chairperson shall represent his standing committee and conduct business in compliance with the relevant provisions of the Internal Organisation Regulations of SFF approved by the Executive Committee.
- 4 Each chairperson shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Committee.
- 5 The Executive Committee and each standing committee, the latter with the approval of the Executive Committee, may, if necessary, set up a bureau and/or sub-committee to settle urgent matters. Any discussions and decisions of the bureau and/or sub-committee shall be reported to the relevant standing committee as soon as it is practicable to do so.
- 6 Each standing committee may propose to the Executive Committee amendments to the relevant provisions of the Internal Organisation Regulations of SFF that concern its committee.

Article 46 Finance Committee

The Finance Committee shall monitor the financial management and advise the Executive Committee on financial matters and asset management. It shall analyse the budget and the financial statements prepared by the General Secretary and submit them to the Executive Committee for approval. It shall consist of a chairperson, a deputy chairperson and 1 (one) member.

Article 47 Technical, Development and Grassroots Committee

The Technical, Development and Grassroots Committee shall primarily analyse the basic aspects of football training and technical development and grassroots in football. It shall also be in charge of SFF's development programmes, devising and proposing appropriate strategies, monitoring these strategies and analysing the support and programmes provided to the Members of SFF and providing advice to the Executive Committee on development matters in general. It shall consist of a chairperson, a deputy chairperson and 5 (five) members.

Article **48** Referees Committee

The Referees Committee shall implement the Laws of the Game. It shall appoint the referees for matches in competitions organised by SFF, organise refereeing matters within SFF in collaboration with the administration and monitor the education and training of referees. It shall consist of a chairperson, a deputy chairperson and 5 members, all of whom shall be ex-referees.

Article **49** Players' Status Committee

¹ The Players' Status Committee shall set up and monitor compliance with transfer regulations in accordance with the FIFA Regulations on the Status and Transfer of Players and determine the status of players for the various competitions of SFF. The Executive Committee may approve special regulations governing the Players' Status Committee's powers of jurisdiction. The Players' Status Committee shall consist of a chairperson, a deputy chairperson and 3 members.

² Players' status disputes involving SFF, its Members, players, officials, intermediaries and licensed match agents shall be settled in the last instance by an arbitration tribunal in accordance with these Statutes and subject to any applicable national law.

Article **50** Women's Football Committee

The Women's Football Committee shall oversee the development and promotion of women's football. It shall consist of a chairperson, a deputy chairperson and 3 members.

Article **51** Ad hoc committees

The Executive Committee may, if necessary, create ad hoc committees for special duties and a limited period of time. The Executive Committee shall appoint a chairperson, a deputy chairperson and the appropriate number of members. The duties and function of ad hoc committees are defined in special regulations approved by the Executive Committee. An ad hoc committee shall report directly to the Executive Committee.

F. CLUB LICENSING BODIES

Article 52 Club licensing bodies

- ¹ The club licensing bodies shall be in charge of the club licensing system within SFF in accordance with the Club Licensing Regulations of SFF and CAF.
- ² The club licensing bodies consist of a first instance body and an appeal body.
- ³ Decisions passed by the appeals body may only be appealed to the CAS.



Article **53** Institutional independence

- ¹ The independent committees as well as their individual members shall conduct their activities and perform their duties entirely independently but always in the interests of SFF and in accordance with its Statutes and regulations.
- ² The members of the Independent Committees (i.e. Audit and Compliance Officer, Electoral and Judicial bodies) as well as any of their immediate family members may not exercise or have exercised during the four years preceding their initial terms any executive function at SFF, one of SFF's Members, a league or a club (including any of their affiliated companies/organisations), nor have or have had in the four years preceding their initial term any material business relationship with SFF, one of SFF's Members, a league or a club (including any of their affiliated companies/organisations). "Immediate family member" shall mean, with respect to a person, such person's spouse or domestic partner, parents, grandparents, uncles, aunts, children (including any stepchild or adopted child), grandchildren, son-, daughter-, father- or mother-in-law, and including anyone else, whether by blood or otherwise, with whom the individual has a relationship akin to a family relationship for which such person provides financial support

Article **54** Audit and Compliance Officer

- ¹ The Audit and Compliance Officer shall ensure the completeness and reliability of the financial accounting and review the financial statements, the consolidated financial statement and the independent and external auditors' reports. The Audit and Compliance Officer shall be knowledgeable and experienced in financial and/or regulatory and legal matters and may not be involved in any decision affecting the operations of SFF.
- ² The Audit and Compliance Officer shall advise, assist and oversee the Executive Committee in monitoring SFF's financial and compliance matters, set up compliance mechanisms and monitor compliance with the relevant regulations of SFF. It shall also supervise the general secretariat in financial and compliance issues. The Audit and Compliance Officer shall furthermore monitor SFF's financial and compliance matters and suggest to the appropriate bodies any action that it deems necessary as a result of such monitoring. The Audit and Compliance Officer shall, with the assistance of the general secretariat, implement a compliance programme within SFF.
- ³ Details on the Audit and Compliance Officer's responsibilities, its internal cooperation and other procedural matters are stipulated in the Internal Organisation Regulations of SFF.
- ⁴ The Audit and Compliance Officer shall be elected by the General Meeting for a period of four years and may only be relieved of their duties by the General Meeting. They shall not belong to any other body of SFF and they shall undergo an integrity check, to be conducted by the Ethics Committee, prior to their election or re-election and shall fulfil the independence requirements contained in par. 5 below.
- ⁵ If the chairperson, the deputy chairperson or a member of the Audit and Compliance Officer permanently ceases to perform his official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next General Meeting.

Article **55** Electoral committees

- 1 The electoral committees are the bodies in charge of organising and supervising the election process in accordance with the Electoral Code of SFF. The electoral committees consist of the Electoral Committee (the first instance body) and the Appeals Committee (the second instance body on appeal).
- 2 The composition and function of the electoral committees shall be governed by the Electoral Code of SFF.

Article **56** Judicial bodies

- 1 The judicial bodies are:
 - a) the Disciplinary Committee;
 - b) the Ethics Committee;
 - c) the National Dispute Resolution Chamber;
 - d) the Appeals Committee.
- 2 The judicial bodies are to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks and duties. The chairpersons and deputy chairpersons of the judicial bodies shall be qualified to practise law.
- 3 All members of the judicial bodies (including the chairpersons and deputy chairpersons) shall undergo an integrity check prior to their election or re-election which shall be conducted by the Audit and Compliance Officer.
- 4 The term of office of all members shall be four years. The members may be re-elected or relieved of their duties at any time, although they may only be relieved of their duties by the General Meeting.
- 5 The chairpersons, deputy chairpersons and other members of the judicial bodies shall be ratified by the General Meeting upon proposal of the Executive Committee and shall not be members of any other body of SFF.
- 6 If the chairperson, the deputy chairperson or a member of a judicial body permanently ceases to perform his official function during his term of office, the Executive Committee shall appoint a replacement to serve until the next General Meeting, in which the General Meeting shall appoint a new member of the respective judicial body for the remaining period.
- 7 The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary and Ethics Code of SFF as well as the NDRC Regulations.

Article **57** Disciplinary Committee

- 1 The function of the Disciplinary Committee shall be governed by the Disciplinary Code of SFF.
- 2 The Disciplinary Committee may pronounce the sanctions described in these Statutes and the Disciplinary Code of SFF on Members, officials, players, clubs, licensed match agents and intermediaries.
- 3 These provisions do not affect the powers of the General Meeting and the Executive Committee with regard to the suspension and expulsion of Members.

- 4 The Executive Committee shall issue the Disciplinary Code of SFF, which shall be in accordance with the principles laid down in the FIFA Disciplinary Code.
- 5 It shall consist of a chairperson, a deputy chairperson and three (3) members.

Article **58** **Ethics Committee**

- 1 The function of the Ethics Committee shall be governed by the Ethics Code of SFF.
- 2 The Ethics Committee may pronounce the sanctions described in these Statutes and the Ethics Code of SFF on Members, officials, players, clubs, licensed match agents and intermediaries.
- 3 These provisions do not affect the powers of the General Meeting and the Executive Committee with regard to the suspension and expulsion of Members.
- 4 The Executive Committee shall issue the Ethics Code of SFF, which shall be in accordance with the principles laid down in the FIFA Ethics Code.
- 5 It shall consist of a chairperson, a deputy chairperson and one (1) member.

Article **59** **National Dispute Resolution Chamber (NDRC)**

- 1 The function of the NDRC shall be governed by the SFF NDRC Regulations.
- 2 The NDRC shall hear employment related disputes between a player and a club.
- 3 The Executive Committee shall issue the SFF NDRC Regulations, which shall be in line with FIFA requirements.
- 4 It shall consist of a chairperson, a deputy chairperson and three (3) members, with at least one member being a club representative as well as one member being a player representative.

Article **60** **Appeal Committee**

- 1 The function of the Appeal Committee shall be governed by the Disciplinary Code, the Electoral Code, the Ethics Code of SFF and the SFF NDRC Regulations.
- 2 The Appeals Committee is responsible for hearing appeals against decisions from the Disciplinary Committee, the Electoral Committee, the Ethics Committee as well as decisions from the NDRC, as long as these decisions are not declared final by the relevant regulations of SFF.
- 3 Decisions pronounced by the Appeal Committee may only be appealed before CAS.
- 4 It shall consist of a chairperson, a deputy chairperson and three (3) members.

Article **61** Disciplinary measures

The disciplinary measures are primarily:

¹ for natural and legal persons:

- a) a warning;
- b) a reprimand;
- c) a fine;
- d) the return of awards.

² for natural persons:

- a) a caution;
- b) an expulsion;
- c) a match suspension;
- d) a ban from the dressing rooms and/or the substitutes' bench;
- e) a ban from entering a stadium;
- f) a ban on taking part in any football-related activity;
- g) social work;
- h) compliance training.

³ for legal persons:

- a) a transfer ban;
- b) playing a match without spectators;
- c) playing a match on neutral territory;
- d) a ban on playing in a particular stadium;
- e) annulment of the result of the match;
- f) expulsion from a competition;
- g) a forfeit;
- h) deduction of points;
- i) relegation to a lower division;
- j) replaying a match.

Article **62** Arbitration

¹ Disputes within SFF or disputes affecting Members of SFF, leagues, members of leagues, clubs, members of clubs, players and officials may only be referred in the last instance (i.e. after exhaustion of all internal channels within SFF) to CAS, which shall settle the dispute definitively to the exclusion of any ordinary court, unless expressly prohibited by the legislation in Republic of Seychelles.

² Disputes of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA or CAF may only be submitted on appeal to CAS as specified in the Statutes of FIFA and CAF.

Article **63** Jurisdiction

¹ SFF shall have jurisdiction on internal national disputes, i.e. disputes between parties belonging or affiliated to SFF.

² FIFA and/or CAF shall have jurisdiction on international disputes, i.e. disputes between parties belonging to different associations and/or confederations, including but not limited to employment related disputes of an international dimension for foreign players employed by a club registered with the SFF, in accordance with the relevant regulations.

³ SFF shall ensure its full compliance and that of all those subject to its jurisdiction with any final decision passed by a FIFA body, a CAF body or CAS.



Article **64** Financial period

- 1 The financial period of SFF shall be one year and shall begin on 1 June and end on 31 May the following year.
- 2 The revenue and expenses of SFF shall be managed so that they balance out over the financial period. SFF's major duties in the future shall be guaranteed through the creation of reserves.
- 3 The General Secretary is responsible for drawing up the annual consolidated accounts of SFF with its subsidiaries by 31 May.

Article **65** Revenue

The revenue of SFF comprises:

- a) Members' annual subscriptions;
- b) receipts generated by the marketing of rights to which SFF is entitled;
- c) fines imposed by the authorised bodies;
- d) other subscriptions and receipts in keeping with the objectives pursued by SFF;
- e) donations;
- f) any other revenue related to football activities;
- g) funding from FIFA and from CAF.

Article **66** Expenses

SFF shall bear:

- a) the expenses stipulated in the budget;
- b) other expenses approved by the General Meeting and expenses that the Executive Committee is entitled to incur within the scope of its authority;
- c) all other expenses in keeping with the objectives pursued by SFF.

Article **67** Independent and external auditors

The independent and external auditors appointed by the General Meeting shall audit on a yearly basis the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to the General Meeting. The independent and external auditors shall be appointed for a period of 2 years. Their mandate may be renewed.

Article **68** Membership subscriptions

¹ Membership subscriptions are due by the start of each first division season. The annual subscription for new Members for the year in question shall be paid within 30 days of the close of the General Meeting at which they are admitted.

² The General Meeting shall fix the amount of the annual subscription every year, prior to the start of each first division season on the recommendation of the Executive Committee. It shall be the same for every Member and amount to no more than 5,000 SRC.

Article **69** Settlement

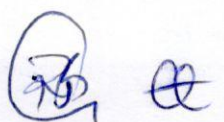
SFF may debit any Member's assets and accounts to settle claims.

Article **70** Levies

SFF may demand that a levy be paid by its Members for matches.

Article **71** Publication of financial data

SFF shall publish on its official website the financial documents referred to under art. 32 par. 2 i), j) and k) of these Statutes once the relevant items have been approved by the General Meeting.

Handwritten signature and initials in blue ink.

Article **72** Competitions

- 1 SFF shall organise and coordinate the following official competitions held within its territory:
 - a) Premier League Division 1, 2 and 3;
 - b) Cross Knock-Out Cup;
 - c) Knock Out Cup;
 - d) President's Cup;
 - e) Youth Soccer;
 - f) Women's Football
 - g) Beach Soccer;
 - h) Futsal.
- 2 The Executive Committee may delegate to SFF's subordinate leagues the authority to organise competitions (e.g. by means of a proper and comprehensive agreement for elite football). The competitions organised by the leagues shall not interfere with those competitions organised by SFF. Competitions organised by SFF shall take priority.
- 3 The Executive Committee may issue special regulations to this end.

Article **73** Club licensing

The Executive Committee shall issue regulations regarding a club licensing system governing the participation of clubs in the competitions of SFF and CAF in compliance with the minimum requirements of the club licensing system as set up by CAF and FIFA.

Article **74** Rights

- 1 SFF and its Members are the original owners of all of the rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time and place. These rights include, among others, every kind of financial rights, audio-visual and radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.
- 2 The Executive Committee shall decide how and to what extent these rights are utilised and draw up special regulations to this end.

Article **75** Authorisation

SFF and its Members are exclusively responsible for authorising the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions.

Article **76** International matches and competitions

- ¹ The authority for organising international matches and competitions between representative teams and between leagues, club teams and/or scratch teams lies solely with FIFA, the confederation(s) and/or the association(s) concerned. No such match or competition shall take place without the prior permission of FIFA, the confederation(s) and/or the association(s) concerned in accordance with the FIFA Regulations Governing International Matches.
- ² SFF is bound by the international match calendar compiled by FIFA.

Article **77** Contacts

SFF, its Members, players, officials, licensed match agents and intermediaries may not play matches or make sporting contacts with associations that are not members of FIFA or provisional members of a confederation without the approval of FIFA.

Article **78** Approval

- ¹ Clubs, leagues or any other group of clubs that are affiliated to SFF may only join another association with the authorisation of SFF, the other association, the respective confederation(s) and FIFA.
- ² Clubs, leagues or any other group of clubs that are affiliated to SFF cannot participate in competitions on the territory of another association without the authorisation of SFF, the other association, FIFA and the respective confederation(s) according to the FIFA Regulations Governing International Matches.

Article 79 Unforeseen contingencies and force majeure

The Executive Committee shall have the power to decide on all cases of force majeure and on all matters not provided for in these Statutes; such decisions shall take into account the relevant regulations of FIFA and of CAF, as well as any applicable mandatory laws.

Article 80 Publication of corporate documents

SFF shall make available on its official website the following documents and information:

- a) Statutes and Standing Orders of the General Meeting;
- b) Electoral Code;
- c) Disciplinary and Ethics Code;
- d) Internal Organisation Regulations;
- e) most important/key decisions;
- f) its strategy;
- g) agenda for Executive Committee and General Meeting meetings;
- h) circular letters.

Article 81 Dissolution

1 Any decision relating to the dissolution of SFF requires a majority of two thirds, with a quorum of no less than three-fifths of all of the Members of SFF present, which must be obtained at a General Meeting specially convened for the purpose.

2 If SFF is disbanded, its assets shall be transferred to National Sports Council. It shall hold these assets as a trustee in accordance with the relevant professional duties until SFF is re-established. The final General Meeting may, however, choose another recipient for the assets on the basis of at least two-thirds majority.

Article 82 Enforcement

These Statutes were adopted at the General Meeting in the Seychelles at the Maison de Football on the 18th of July 2020 and come into force on the 18th of July 2020. The former Statutes of SFF are hereby repealed.

Article 83 Transitional provisions

1 The Members as defined under art. 12 of these Statutes, shall be granted a period of twelve (12) months, as from the adoption of these Statutes, to comply with the mandatory requirements stipulated in art. 13 par. 2, as well as art. 16 par. 1 f), g), j), n) and o) of these Statutes. The General Meeting shall decide, if deemed

necessary, to extend this period to six (6) additional months. Any Member which does not comply with all of these requirements within the aforementioned timeframe, shall automatically lose its right to vote at the General Meeting and the delegate(s) of the Member in question shall not be taken into account when establishing the quorum. The Member in question shall only regain its right to vote at the General Meeting once it has fully complied with its obligations as mentioned in this paragraph.

- ² In order to ensure that staggered elections as per art. 30 par. 3 of these Statutes can take place, the following principles shall apply only to the first elections of the Executive Committee following the entry into force of these Statutes: the mandate of the ordinary members shall last for two years only. The mandate of the President, Vice President and Treasurer shall last for 4 years.
- ³ The term limits as defined in art. 37 par. 3 of these Statutes shall only apply as from the elections of the members of the Executive Committee which shall take place following the adoption of these Statutes.
- ⁴ Within twelve (12) months upon the adoption of these Statutes, the General Assembly shall ratify the relevant members of the independent committees as defined under these Statutes that are not already in office. Within this same period, the General Assembly shall also dismiss the relevant members of the independent committees that do not comply with the independence criteria mentioned under art. 53 par. 2 of these Statutes and elect the relevant number of members to fill the positions.
- ⁵ Within twelve (12) months upon adoption of these Statutes, the Executive Committee shall appoint the members of the Standing Committees as defined on these Statutes.
- ⁶ The SFF shall have twelve (12) months as from the adoption of these Statutes to ensure that all relevant SFF regulations are brought in line with the provisions of these Statutes.
- ⁷ The following will apply only to the Executive Committee meeting prior to the SFF elections to be held in fall of 2020. The Audit and Compliance Officer and members of the Electoral Committee and the Appeals Committee shall be appointed in the following manner. The General Secretariat, on advice of the President, shall list the persons stand for these positions 21 days before the General Meeting adopting these Statutes. The Executive Committee, immediately after these Statutes are adopted, shall vote to ratify the nomination of those positions. These positions shall be filled without an integrity check, where the vote of the Executive Committee shall be a substitute that function. The number of positions and length of term for each of the positions shall be governed according to the newly SFF Statutes adopted and the Electoral Code. This shall be the only time such persons are selected in this matter where the subsequent appointment of persons described herein shall be undertaken in accordance with the SFF Statutes and the Electoral Code.

Victoria South,
Roche Caiman

Monday, 20th July 2020

For SFF



Mr Elvis Chetty
President

Seychelles Football Federation
PO Box 843
Mahe - Seychelles



Mr Georges Bibi
General Secretary

Part 1: General provisions

- ¹ The integrity checks with regard to candidates for, and holders of, official positions within SFF that are subject to such checks ("candidates or holders") shall be conducted by the relevant body in accordance with the provisions of these Statutes and this annexe.
- ² Candidates or holders are obliged to comply with the screening and self-disclosure process as outlined in parts 2 and 3 below. Prior to the screening process, every candidate or holder shall give his written consent to said process through a form provided by the relevant body conducting the integrity check. If such written consent is not provided, the candidate or holder shall be deemed not to have passed the integrity check.
- ³ Candidates or holders shall act in good faith at all times and shall fully collaborate to establish the relevant facts upon reasonable notice. If the candidate or holder concerned does not cooperate with the body competent to conduct the integrity check, the candidate or holder shall be deemed not to have passed the integrity check.
- ⁴ The candidate or holder shall be deemed not to have passed the integrity check, if he/she:

 - a) has been subject to a criminal conviction by a state court, resulting in serving a custodial sentence of more than one year;
 - b) has been found guilty and/or sentenced by the FIFA Ethics Committee or any other sporting body with a ban of more than one year from sporting-related activities.
- ⁵ Subject to the relevant provisions regarding disclosure and forwarding of the information and related data obtained in the context of integrity checks in accordance with this annexe, all such information and related data must be treated as strictly confidential by the body conducting the integrity check concerned.

Part 2: Screening process

- ¹ At the beginning of the screening process, every candidate or holder shall undergo an identification check ("ID check"). In this context, the candidate or holder shall submit a valid copy of his passport to the body in charge of performing the integrity check. The ID check shall include verification/identification of the following elements:

 - a) name(s) and surname(s);
 - b) address of residence;
 - c) date and place of birth;
 - d) nationality/nationalities.
- ² Every candidate or holder shall complete the questionnaire contained in part 3 below.
- ³ The body in charge of performing the integrity check may conduct independent research and/or investigations in order to obtain further relevant information on a particular candidate or holder, which may include information on intermediaries and related parties, mandates, potential conflicts of interest and significant participations as well as civil and criminal proceedings/investigations.

Part 3: Questionnaire

First name(s):	
Surname(s):	
Address of residence:	
Date and place of birth:	
Nationality/nationalities:	
Profession:	

1 Have you previously been convicted by a final decision of any intentional criminal offence or of any offence corresponding to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

2 Has a sports governing body ever imposed any disciplinary or similar sanction or measure on you in the past for actions which amount to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No ☐ Yes ☐

If yes, please specify:

3 Are you the subject of any pending civil, criminal or disciplinary proceedings or investigations?

No ☐ Yes ☐

If yes, please specify:

4 I am fully aware that I am subject to the provisions of the Disciplinary Code and Ethics Code of SFF and to the provisions of the Statutes and other regulations of SFF that may address integrity issues, and I fully comply with such provisions.

5 I currently hold the following positions in football:

6 The following facts and circumstances may give rise to potential conflicts of interest regarding me (cf. in particular art. 23 par. 9 of these Statutes):

7 Remarks and observations which may be of potential relevance in the context of the integrity check:

8 I am fully aware and agree that this questionnaire is made available to the members of the appropriate body of SFF.

9 I am fully aware and confirm that I must notify the body conducting the integrity check of any relevant facts and circumstances arising after the integrity check has been completed.



10 I am fully aware and confirm that I am obliged to collaborate fully to establish the relevant facts with regard to the integrity check to which I am subject. In particular, I will comply with requests for any documents, information or any other material of any nature held by me. In addition, I will comply with the procurement and provision of documents, information or any other material of any nature not held by me but which I am entitled to obtain.

11 I am fully aware and confirm that the body conducting the integrity check may also request information on possible sanctions (questions 1 and 2 above) directly from FIFA or the relevant confederation as well as from other institutions such as the Court of Arbitration for Sport in Lausanne, Switzerland, or the International Olympic Committee. In this regard, I hereby release the relevant institutions from any obligation of confidentiality relating to the information concerned.

12 I am fully aware and confirm that the body conducting the integrity check may collect further information on me in accordance with part 2 par. 3 of this annexe.

(Place and date)

(Signature)

Handwritten signature and initials in blue ink at the bottom right of the page.



[Handwritten signature]

Standing Orders of the General Meeting of SFF

July 2020 edition

CONTENTS

Article	Page
DEFINITIONS	3
1 Representation and participation in the General Meeting	4
2 Chairperson	4
3 Scrutineers	4
4 Interpreters	4
5 Debates	5
6 Speakers	5
7 Proposals during the General Meeting	5
8 Procedural motions and closing of debates	5
9 Votes	6
10 Elections	6
11 Enforcement	6

Two handwritten signatures in blue ink are located at the bottom right of the page. The first signature is a stylized 'G' followed by a flourish, and the second is a stylized 'E' followed by a flourish.

DEFINITIONS

Whenever relevant, the terminology used in these Standing Orders shall refer to the terms defined in the Definitions section of the Statutes of SFF.

NB: Terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice-versa.

Handwritten signature and initials in blue ink, located at the bottom right of the page. The signature appears to be 'C. R.' followed by a stylized 'ee' or similar mark.

Article 1 Representation and participation in the General Meeting

- ¹ Members of the SFF shall be represented at the General Meeting by the delegates as mentioned under art. 26 par. 1 of the Statutes of the SFF.
- ² The names of the delegates shall be submitted to the general secretariat 10 days before the opening of the General Meeting.
- ³ The SFF shall bear the costs of travel and accommodation for the delegates of the Members taking part in the General Meeting. The Executive Committee shall issue appropriate directives in this connection.

Article 2 Chairperson

- ¹ The President of the SFF shall chair the General Meeting. If the President is unable to attend, the vice-president shall deputise and if no vice-president is present, the longest-serving Executive Committee member.
- ² The chairperson shall ensure that the General Meeting is conducted in strict compliance with these Standing Orders, open and close the General Meeting and debates, and, unless the General Meeting decides otherwise, grant delegates permission to speak and conduct all discussions.
- ³ The chairperson shall be responsible for maintaining order during debates. He may take the following action against any delegate who disturbs the debates:
 - a) a call to order;
 - b) a reprimand;
 - c) exclusion from the General Meeting.
- ⁴ If an appeal is made against such action, the General Meeting shall decide immediately without debate.

Article 3 Scrutineers

At the beginning of the meeting, the General Meeting shall appoint an adequate number of scrutineers to count the votes and to assist the General Secretary in distributing and counting voting papers issued for the elections.

Article 4 Interpreters

Official interpreters shall be appointed to interpret into the official languages of the General Meeting. They shall be appointed by the general secretariat.

Two handwritten signatures in blue ink are located at the bottom right of the page. The first signature is a stylized 'G' followed by 'zh', and the second is a circular mark with a horizontal line through it.

Article **5** **Debates**

- ¹ Debates on each item on the agenda shall be preceded by a short report or introduction:
 - a) by the chairperson or a member of the Executive Committee designated for this purpose;
 - b) by a representative of the committee designated by the Executive Committee to give such a report or introduction;
 - c) by a delegate of the Member that requested the item to be included in the agenda.
 - ² The chairperson then opens the debate.
-

Article **6** **Speakers**

- ¹ Permission to speak is granted in the order in which it is requested. A speaker may not begin speaking until he has obtained permission to do so.
 - ² A speaker may not speak for a second time on the same item until all other delegates who have requested permission to speak have spoken.
 - ³ The chairperson may set a time limit for speakers.
-

Article **7** **Proposals during the General Meeting**

- ¹ All proposals submitted during the General Meeting shall be made in writing. Proposals which are not relevant to the subject under discussion shall not be admitted to the debate.
 - ² Any amendment to such initial proposals shall be drawn up in writing and passed to the chairperson before being put to the debate.
-

Article **8** **Procedural motions and closing of debates**

- ¹ If a procedural motion is made, discussion on the main question shall be suspended until a vote has been taken on the motion.
 - ² If a motion is made to close the discussion, it shall immediately be put to the vote without debate. If the motion is approved, permission to speak shall only be granted to those Members who asked to speak before the vote was taken.
 - ³ The chairperson shall close the discussion unless the General Meeting decides otherwise by a majority (more than 50%) of the valid votes cast.
-

Article 9 Votes

- 1 A decision that requires a vote shall be reached by a show of hands or by means of an electronic count, unless decided otherwise by the General Meeting, such as by secret ballot.
- 2 Before each vote, the chairperson, or the person designated by him, shall read the text of the proposal aloud and explain the voting procedure (quorum) to the General Meeting. If an objection is raised, the General Meeting shall decide immediately.
- 3 Votes may be taken by roll call if requested by at least 10 delegates representing the Members present and eligible to vote.
- 4 No one shall be compelled to vote.
- 5 Proposals made during the General Meeting shall be put to the vote in the order in which they are submitted. If there are more than two main proposals, they shall be put to the vote in succession and the delegates may not vote for more than one of the proposals.
- 6 Alterations to amendments shall be put to the vote before the amendments proper, and amendments before the main proposal.
- 7 Proposals without a vote against are regarded as having been accepted by the General Meeting.
- 8 The chairperson shall check the result of the vote and announce it to the General Meeting.
- 9 No one is permitted to speak during the vote and until after the result has been announced.

Article 10 Elections

Elections and the electoral process within the SFF shall be conducted according to the relevant provisions of the Statutes and Electoral Code of the SFF.

Article 11 Enforcement

These Standing Orders were adopted at the General Meeting in the Seychelles on the 18th July 2020 and come into force on the 18th July 2020

Victoria South,
Roche Caiman

Monday 20th July 2020

For SFF


Mr Elvis Chetty
President

Seychelles Football Federation
PO Box 843
Mahe - Seychelles


Mr Georges Bibi
General Secretary

Electoral Code of SFF

July 2020 edition

CONTENTS

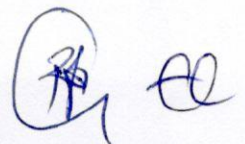
Article	Page
DEFINITIONS	3
I. GENERAL PROVISIONS	4
1 Scope of application	4
2 Principles and obligations	4
II. ELECTORAL COMMITTEE	5
3 Basic principles	5
4 Composition	5
5 General duties of the Electoral Committee	6
6 Meetings, quorum and decisions	6
III. CANDIDATURES	7
7 Eligibility criteria	7
8 Submission and examination of candidatures for the Executive Committee	7
9 Appeal procedure for candidates for the Executive Committee	8
10 Ratification procedure for candidates to the SFF independent committees	8
11 Official list of candidates	9
IV. VOTING PROCEDURE	10
12 Convocation of the elective General Meeting	10
13 Duties of the Electoral Committee during the elective General Meeting	10
14 Ballot papers	10
15 Ballot box	10
16 Casting of ballots	11
V. COUNT	12
17 General principles	12
18 Invalid ballot papers	12
19 Spelling mistakes	12
20 Count and declaration of results	12
VI. FINAL PROVISIONS	14
21 Archiving of documents and confidentiality	14
22 Public notary	14
23 Matters not provided for herein	14
24 Enforcement	14

Two handwritten signatures in blue ink are located at the bottom right of the page. The first signature is a stylized, cursive 'R' followed by a vertical line. The second signature is a more complex, cursive scribble.

DEFINITIONS

Whenever relevant, the terminology used in this Electoral Code shall refer to the terms defined in the Definitions section of the Statutes of SFF.

NB: Terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice versa.

Handwritten signature and initials in blue ink, located at the bottom right of the page. The signature appears to be a stylized 'R' or 'B' followed by a flourish, and the initials are 'ae'.

Article **1** **Scope of application**

¹ This Electoral Code is applicable to the elections of the members of the Executive Committee and of the independent committees as defined in the Statutes of SFF.

² This Electoral Code is also applicable to the elections of the members of the Executive Committee of the Members of SFF, if their statutes specifically stipulate this. The statutes of the Members of SFF shall define the exact scope of application of this Electoral Code and in particular if the Electoral Committee of SFF shall supervise the relevant electoral process.

Article **2** **Principles and obligations**

¹ General good governance principles, such as the separation of powers, independence, transparency, and the obligation to avoid situations of conflicts of interest shall be observed without exception throughout the entire electoral process.

² The electoral rules and guidelines shall be made available by SFF in a clear and unambiguous manner within the relevant period provided for in the Statutes of SFF.

³ Any undue influence from third parties in the electoral process shall not be permitted.

⁴ SFF shall ensure that any electoral rules and guidelines of its bodies are in line with the provisions of this Electoral Code, the Statutes of SFF as well as the Statutes, regulations, directives and decisions of FIFA.

⁵ SFF shall, at least 30 days before the date of the relevant elections, inform FIFA and CAF about the nature of the elections (i.e. number of members to be elected, duration of mandates, reason for the elections, etc.) and provide FIFA with a copy of its valid Electoral Code and, if applicable, any other electoral rules and guidelines.

⁶ SFF shall immediately inform FIFA and CAF of any undue influence from third parties in the electoral process.

⁷ Unless stated otherwise in the Statutes and regulations of SFF, the members of the relevant bodies of SFF shall continue to exercise their functions until the completion of the electoral process.



Article **3** Basic principles

- ¹ The Electoral Committee shall supervise the electoral process in accordance with the relevant provisions of the Statutes of SFF and of this Electoral Code.
- ² The members of the Electoral Committee shall not be members of any other body of SFF and may not hold any executive position in any government body. Members of the Electoral Committee may not be candidates for any of the positions to be filled within SFF as long as they are still under mandate.
- ³ The members of the Electoral Committee shall immediately withdraw from the matter in progress and refrain from taking any decision if:
 - a) they are an immediate family member of one of the candidates running for any of the positions to be filled;
 - b) there is a risk or possibility of a conflict of interest as defined in the Disciplinary and Ethics Code of SFF.
- ⁴ In the event that a member of the Electoral Committee does not fulfil any of the above requirements and/or has to step down as member of the Electoral Committee for any reason, he shall be replaced in accordance with the provisions of art. 4 par. 3 of this Electoral Code.
- ⁵ The members of the Electoral Committee shall be appointed by the General Meeting, in accordance with the provisions of the Statutes of SFF, for a mandate of four years.
- ⁶ No member of the Electoral Committee shall serve for more than two terms of office, whether consecutive or not.
- ⁷ The members of the Electoral Committee shall act in good faith at all times and observe the utmost impartiality when carrying out their duties.

Article **4** Composition

- ¹ The Electoral Committee shall be composed as follows:
 - a) a chairperson;
 - b) a vice-chairperson;
 - c) one ordinary members.
- ² An appropriate number of substitutes shall also be appointed by the General Meeting.
- ³ If the chairperson is absent or unavailable, the vice-chairperson shall deputise, and if he too is absent or unavailable, then an ordinary member shall deputise. Any ordinary member who is absent or unavailable shall be replaced by a substitute.
- ⁴ The Electoral Committee shall appoint one of its members as a secretary, who shall be responsible for relevant logistical and administrative matters. He may call upon the general secretariat to assist him in his duties.
- ⁵ All members of the Electoral Committee shall be qualified to practise law.

Article **5** General duties of the Electoral Committee

The Electoral Committee shall be responsible for all tasks relating to the organisation, running and supervision of the elections to take place during the General Meeting. In particular, the Electoral Committee shall be responsible for:

- a) strictly enforcing the Statutes and regulations of SFF as well as this Electoral Code;
- b) ensuring that the electoral rules and guidelines of the bodies of SFF are in line with the provisions of this Electoral Code and the Statutes of SFF as well as the Statutes, regulations, directives and decisions of FIFA;
- c) strictly enforcing the statutory deadlines for elections;
- d) providing information to the Members as well as to relevant government authorities (where necessary), the media and the public;
- e) where necessary, managing relations with relevant government authorities;
- f) the candidature procedure (launch, distribution of information, evaluation, publication of official list, etc.);
- j) drawing up the list of voters (delegates), assisted by the general secretariat, in accordance with the statutory provisions of SFF;
- h) verifying the identity of the voters (delegates) under the supervision of the public notary appointed for this purpose;
- i) the electoral and voting procedure;
- j) any and all other tasks to ensure the smooth running of the electoral process.

Article **6** Meetings, quorum and decisions

¹ The chairperson shall convene the meetings of the Electoral Committee. Only an Electoral Committee that has been duly convened has the authority to deliberate and pass decisions.

² The Electoral Committee shall not engage in valid debate unless a majority (more than 50%) of its members are present.

³ The Electoral Committee shall reach its decisions by a majority (more than 50%) of the valid votes cast. Voting by proxy or by letter is not permitted. In the event of a tied vote, the chairperson shall have the casting vote.

⁴ The decisions taken shall be recorded in minutes signed by the chairperson and the secretary of the Electoral Committee.



Article 7 Eligibility criteria

- ¹ The eligibility criteria for the positions to be filled within the relevant bodies of SFF are defined in the relevant provisions of the Statutes of SFF.
- ² The Electoral Committee shall not impose any eligibility criteria or any other formal requirements that are not provided for in the Statutes of SFF. The Electoral Committee shall only request the documents that help establish whether the integrity checks and the relevant eligibility criteria have been fulfilled.
- ³ The Electoral Committee shall publish the full list of eligibility criteria (with reference to the relevant provisions of the Statutes of SFF), as well as the documents to be provided for each of the positions within the deadlines stipulated in the Statutes of SFF.

Article 8 Submission and examination of candidatures for the Executive Committee

- ¹ No fees or charges of any sort shall be requested from any of the candidates at any point during the entire electoral procedure, unless they have previously been approved by the General Meeting. In any event, any fees or charges agreed upon shall remain reasonable and shall only serve to cover the costs of the relevant administrative burden.
- ² Candidatures for any of the positions of the Executive Committee shall be sent by recorded post, by email with delivery notification, or delivered by hand in exchange for confirmation of receipt, to the general secretariat at least forty five (45) days before the relevant elective General Meeting. Candidatures received by the general secretariat shall immediately be forwarded to the secretary of the Electoral Committee as well as to the Audit and Compliance Committee for the relevant integrity checks to be carried out as per Annexe A of the Statutes of SFF.
- ³ Within two days of the deadline for submission of the candidatures, the Electoral Committee shall inform in writing those candidates who have failed to provide all the relevant documents in support of their candidatures and grant them another three days to complete their applications. If the relevant candidates fail to complete their applications within the prescribed deadline, their candidatures shall be declared invalid.
- ⁴ The candidatures for the Executive Committee shall be examined by the Electoral Committee within seven days of the deadline for their submission and the candidates shall be informed of the decision of the Electoral Committee within the same period.

Article 9 Appeal procedure for candidates for the Executive Committee

- ¹ Appeals against decisions of the Electoral Committee may be lodged only with the SFF Appeals Committee, thereby precluding the possibility of appealing said decisions before any other body, particularly a government body or national court.
- ² Any appeal, duly motivated, shall be sent by recorded post, or delivered in exchange for confirmation of receipt, to the general secretariat within three days of receipt of the decision of the Electoral Committee. Appeals received by the general secretariat shall immediately be forwarded to the members of the SFF Appeals Committee.
- ³ The SFF Appeals Committee may decide to accept fresh evidence and documents that were not provided by the relevant candidate together with the initial candidature.



⁴ Appeals shall be considered by the SFF Appeals Committee within four days of their receipt and communicated to the candidates within the same period.

⁵ The decisions of the SFF Appeal Committee shall be final and binding.

Article **10** Ratification procedure for the candidate to the SFF independent committees

¹ Candidatures for any of the positions of the independent committees of SFF (Audit and Compliance Committee, electoral committees and judicial bodies) shall be sent by the Executive Committee to the general secretariat at least forty five (45) days before the relevant elective General Meeting. Candidatures received by the general secretariat shall be immediately forwarded to the Electoral Committee as well as to the relevant body in charge of carrying out the integrity checks.

² Within 10 days of receipt of the candidatures, the Electoral Committee shall confirm to the general secretariat whether the formal requirements for the relevant positions have been fulfilled. In the event that one or more candidates cannot be validated, the Executive Committee shall propose additional candidates for the relevant positions.

³ Ratification of the members of the independent bodies may be conducted *en bloc*. However, at the request of at least 50% delegates representing the Members, a separate vote for a specific candidate shall take place. At the start of the elective General Meeting, the delegates shall be provided with the relevant ballot papers containing the lists of the candidates for the bodies in question.

⁴ During the elections of such members, the delegates shall remain at their seats and shall cast their vote using a mobile ballot box that shall be carried from seat to seat by one of the scrutineers and supervised closely by a member of the Electoral Committee.

⁵ Once all the delegates have deposited their ballot papers in the mobile ballot box, the Electoral Committee shall proceed with the count in front of all the delegates and the results shall be announced to the Members.

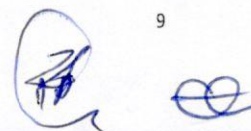
Article **11** Official list of candidates

¹ The official list of candidates for the independent bodies of SFF shall be sent to the Members at least fifteen (15) days before the elective General Meeting.

² The official list of candidates shall also be published in the SFF official webpage and, where necessary, sent to the relevant government authorities for information.

|

9



Article **12** Convocation of the elective General Meeting

The elective General Meeting shall be convened according to the provisions of the Statutes of SFF. The relevant deadlines in relation to the elective General Meeting shall be published in the SFF official webpage and, where necessary, communicated to the relevant government authorities.

Article **13** Duties of the Electoral Committee during the elective General Meeting

During the elective General Meeting, the duties of the Electoral Committee shall be as follows:

- a) verifying the identity of the voters (delegates);
- b) monitoring the electoral procedure during the General Meeting;
- c) counting the ballot papers;
- d) taking any decisions regarding the validity or invalidity of ballot papers;
- e) passing a definitive decision on any matters relating to the electoral procedure during the electoral General Meeting;
- f) declaring the official results;
- g) organising and holding a media conference, where necessary.

Article **14** Ballot papers

¹ The general secretariat shall produce the ballot papers under the supervision of the Electoral Committee. The ballot papers shall be printed clearly and legibly.

² The ballot papers shall be of a different colour for each round of the election.

Article **15** Ballot box

¹ Before the start of the voting procedure, the ballot box – which shall be transparent if possible – shall be opened and presented to the delegates of the General Meeting. The ballot box shall then be closed and placed in a visible spot close to the members of the Electoral Committee.

² During the entire voting process, the ballot box shall be monitored by one of the members of the Electoral Committee.

- ¹ Before the delegates are requested to cast their vote, the chairperson of the Electoral Committee shall explain in detail the electoral procedure (ballot box, ballot papers, valid and invalid ballot papers, count, required majorities, results, etc.) and refer to the relevant statutory provisions.
- ² The chairperson of the Electoral Committee shall call in turn each delegate of the Members present and eligible to vote to move to the front of the General Meeting hall where the election is taking place.
- ³ Once called, the relevant delegate shall move to the front of the General Meeting hall and, after signing receipt of the ballot paper form, receive his ballot paper.
- ⁴ The delegate shall then complete his ballot paper in the polling booth designated for this purpose. The polling booth shall be placed in a visible spot, but still allow the delegate to cast his vote secretly. No mobile phones, cameras or any other recording devices shall be allowed in the polling booth.
- ⁵ The delegate shall then deposit his ballot paper in the ballot box, sign the electoral register and return to his seat.
- ⁶ The counting procedure shall begin as soon as all of the delegates have deposited their ballot papers in the ballot box. A member of the Electoral Committee shall open the ballot box and tip out the ballot papers in front of all the delegates.
- ⁷ The count shall then commence.

Article **17** General principles

¹ Only the members of the Electoral Committee shall take part in the count of the ballot papers. All operations (opening the ballot box, counting the ballot papers, counting the votes, etc.) shall be carried out in a way that can be followed clearly by all the delegates of the General Meeting.

² In the event of a dispute regarding the validity or invalidity of a ballot paper or of a vote, the drafting of the minutes, the declaration of the results or any other matter relating to the counting procedure, the decision of the Electoral Committee shall be final.

Article **18** Invalid ballot papers

¹ The following ballot papers are considered invalid:

- a) ballot papers that do not bear the official distinctive marks defined by the Electoral Committee;
- b) ballot papers that bear any words other than the names of the candidates;
- c) ballot papers that are illegible or have been defaced;
- d) ballot papers that bear identifying marks.

² The chairperson of the Electoral Committee shall write on the back of any invalid ballot paper the reason(s) for its invalidity and confirm with a signature.

Article **19** Spelling mistakes

Spelling mistakes shall result in the invalidity of a vote only if they mean that it is not possible to identify with certainty any of the official candidates.

Article **20** Count and declaration of results

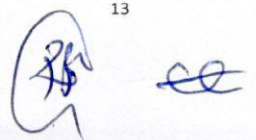
¹ Once the ballot box has been opened, the members of the Electoral Committee shall count the number of ballot papers and verify their validity. If the number of ballot papers is equal to or less than the number of ballot papers issued, the ballot is valid. If it exceeds the number of ballot papers issued, the ballot shall be declared void and recommence immediately in accordance with the procedure described above.

² After the number of ballot papers has been verified, the members of the Electoral Committee shall proceed to count the number of votes cast for each candidate or list.

³ If a second (or subsequent) round of voting is required, the voting procedure shall be repeated in accordance with the above articles. The Members are also to be informed of the statutory provisions that apply for the second (and subsequent) rounds of voting (e.g. any changes to the majority required, elimination of candidates, etc.).

⁴ After each round of the election, the chairperson of the Electoral Committee shall officially declare the results to the Members.

⁵ The General Secretary shall put the ballot papers that have been collected and counted into envelopes intended for this purpose. The envelopes shall then be signed by the chairperson of the Electoral Committee and sealed. The general secretariat shall keep these envelopes and destroy them 90 days after the General Meeting.

Handwritten signature and initials in blue ink. The signature is a stylized 'A' with a flourish, and the initials are 'ce'.

Article 21 Archiving of documents and confidentiality

- 1 The Electoral Committee and the Election Appeal Committee shall hand over all official documents as well as all documents provided to them during the electoral process to the general secretariat, which shall be responsible for archiving them.
- 2 The members of the Electoral Committee and of the Election Appeal Committee shall maintain absolute confidentiality and secrecy with respect to any information and documents made available to them during the course of the electoral process. Such obligation shall remain for an indefinite period following the relevant electoral process. Furthermore, they shall not retain any documents (electronic or otherwise) supplied to them during the electoral process.

Article 22 Public notary

A notary or a person of equivalent legal status recognised by the courts shall attend the General Meeting and draw up the minutes of the elections according to the provisions of national law. He shall be specifically responsible for verifying the identity of the delegates and observe and document the voting procedure.

Article 23 Matters not provided for herein

- 1 All matters relating to the administrative and technical organisation of the elective General Meeting that are not covered by this Electoral Code or by the Statutes and regulations of SFF shall be ruled upon by the Electoral Committee, whose decision shall be final.
- 2 All matters relating to the running of the elections that are not covered by this Electoral Code or by the Statutes and regulations of SFF shall be ruled upon by the Electoral Committee, whose decision shall be final.

Article 24 Enforcement

This Electoral Code was adopted at the General Meeting in the Seychelles on the 18th July 2020 and come into force on the 18th July 2020

Victoria South,
Roche Caiman

Monday 20th July 2020

For SFF

Mr Elvis Chetty
President

Seychelles Football Federation
PO Box 843
Mahe - Seychelles

Mr Georges Bibi
General Secretary