

Memorandum of Understanding (MoU)
between
Fédération Internationale de Hockey (FIH)
and
World Masters Hockey (WMH)

This Memorandum is made this first day of August 2023

Between:

Fédération Internationale de Hockey (FIH)

Rue du Valentin 61
 1004 Lausanne, Switzerland

and

World Masters Hockey (WMH)

5 Champfleurie Mews Linlithgow
 West Lothian Scotland
 EH496NJ

Preamble

This document confirms and implements the decision made by the FIH Executive Board in Dubai 2016 to enter into a Memorandum of Understanding (MoU) with World Masters Hockey (WMH), the single entity for International Masters Hockey. FIH is recognised by the International Olympic Committee, as the sole ultimate governing body for the sport of Hockey. Founded in 1924, FIH today has 137- member National Associations.

1. FIH & WMH responsibilities

(A) FIH is responsible to raise the global status and popularity of hockey and its strategy is:

Designate to unite the hockey community as FIH needs support from the whole hockey family to reach its ambition - a global game that inspires future generations.

(B) WMH is responsible for the global growth and development of Masters Hockey and its mission is:

To inspire and support all to play and enjoy Masters Hockey with their peers.



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WMH has the following objectives:

- Deliver great international Masters Hockey events
- Grow participation in Masters Hockey
- Enhance the technical resources to support Masters Hockey
- Increase the visibility of Masters Hockey globally
- Provide good governance and financial stability

2. Purpose & Term of MoU

- 2.1 To promote the growth of Masters Hockey in support of the relevant global strategic priorities as laid out in the FIH Strategic Plan and the framework for collaboration and support between the FIH and WMH.
- 2.2 This MoU will remain in force for a four (4) year term commencing 1 August 2023, subject to clause 4.12.

3. Definitions

3.1 In this Memorandum, the following words and expressions shall have the following meanings:

CFs	Continental Federations established in accordance with Article 3 of FIH’s Statutes;
FIH	Fédération Internationale de Hockey;
GMO	Global Masters Organisations which organise masters’ sports which, from time to time may include hockey including, Golden Oldies and World Masters Games.
Masters Hockey	Age group hockey played at club, area, national and international levels by hockey players aged 35 and above, both outdoors and indoors;
NAs	National Associations in membership of the FIH;
WMH	World Masters Hockey incorporated as a company in Scotland on 24 October 2018.



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4. FIH Commitments & Granting of Rights

Through this MoU the FIH grants the following rights and support to WMH:

- 4.1 The status of an FIH Recognised Organisation in line with Article 10 of the FIH Statutes, this recognition to be afforded without any fee.
- 4.2 The right for two WMH Observers to attend FIH Congresses to represent WMH in the capacity of a Recognised Organisation.
- 4.3 The right for one non-voting WMH representative to attend FIH Joint Panel meetings.
- 4.4 The appointment of one member of the FIH Executive Board to be the champion of Masters Hockey and to support communications on an ongoing basis between FIH and WMH.
- 4.5 The sole rights to award and manage Masters World Cups and Masters CF tournaments (devolved from FIH and CFs respectively). However, for clarity, the sole rights to sanction all international Masters Hockey matches between national teams from both the same and different Continents remain with FIH.
- 4.6 The right to use the FIH logo and relevant CF logos in conjunction with WMH sanctioned world and CF level events.
- 4.7 To own and retain all commercial rights linked to the delivery of international world and continental Masters Hockey events.
- 4.8 Promote WMH and its activities through FIH communications networks.
- 4.9 Provide accurate and up to date data to support communication by WMH direct with CFs and NAs.
- 4.10 Support both direct and indirect communications with CFs and NAs.
- 4.11 The responsibility for relationships with GMOs and, where relevant, the sanctioning of associated hockey matches and, or, hockey activities.
- 4.12 In line with Article 10 of the FIH Statutes, the FIH may withdraw WMH's status as a Recognised Organisation if WMH are not fulfilling the obligations of this MoU or, if in the opinion of the FIH Executive Board are bringing hockey into disrepute.

5. WMH Commitments

The above rights are granted and FIH Commitments will be honoured subject to the following obligations on the part of WMH:

- 5.1 WMH will be constituted and will operate following the principles of equality and inclusivity with representation across gender, age groups and continents, and following good governance practices.
- 5.2 WMH will adhere to the FIH Integrity Code and the FIH Rules and Tournament Regulations, adapted where appropriate to meet the needs of Masters Hockey, any such adaptations to be approved by FIH.



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- 5.3 WMH will be financially transparent and independent of FIH.
- 5.4 WMH will be a company limited by guarantee in line with the WMH Memorandum and Articles of Association and Rules and Regulations approved by the FIH Executive Board.
- 5.5 The FIH will have and retain one non-voting nominated representative on the WMH Executive Board.
- 5.6 The awarding of international Masters Hockey events will be carried out by WMH in line with an open and transparent bidding process.
- 5.7 WMH will be operational with elected officers and members in line with the Memorandum and Articles of Association of 31st July 2019.
- 5.8 WMH will communicate key FIH messages direct with its Members and players and share data in line with General Data Protection Regulation requirements.
- 5.9 WMH will discuss and agree strategic targets with the FIH every 4 years to ensure complementary strategic working.

6. Voting Rights for a WMH Recognised Entity

- 6.1 Voting rights at the WMH General Assembly are limited to a maximum of 18 months for a WMH Recognised Entity.
- 6.2 An exception is made for the Alliance Group which is entitled to one (1) vote on each resolution put to the WMH General Assembly.

7. Financial Responsibilities

- 7.1 WMH will supply Financial Statements prepared by external accountants with an accompanying accountant's statement to FIH annually.

8. Monitoring & Reporting

- 8.1 WMH will submit an annual report to FIH Executive Board summarising activities, achievements, key data, future priorities and any challenges in support of the WMH Strategy and Business Plan.

9. Renewal

- 9.1 Basis of renewal - The FIH Director of Sport and a nominated WMH representative following consultation with WMH Executive Board will meet to discuss and agree the basis for the renewal of this MoU.
- 9.2 Timing of renewal - no later than 6 months ahead of the expiry date of this MoU.
- 9.3 Reviewed by FIH Executive Board and WMH Executive Board prior to approval.



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10. Termination

- 10.1 FIH may terminate this MoU within 1 month upon written notice if the WMH violates the FIH Statutes and Regulations or this Memorandum.
- 10.2 WMH may terminate this MoU within 1 month upon written notice if FIH violates this Memorandum.

11. Settlement of disputes

11.1 In the event of a dispute, controversy or claim arising out of or relating to the MoU, the NAs and Masters Groups will use their best efforts and shall act in good faith to settle promptly any such dispute through direct negotiation. Any dispute where there are serious blockages within one or two countries, that is not settled amicably will be resolved by the WMH after bringing both sides together. The WMH may make any decisions should it believe that one or other sides of an argument are acting unreasonably and to the detriment of the players they represent.

Signed for and on behalf of:

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**FEDERATION INTERNATIONALE
DE HOCKEY**

WORLD MASTERS HOCKEY

Name: Tayyab Ikram
Title: President
Date:

Name: Glenn Paton
Title: President
Date: 19th September 2023

Name: Thierry Weil
Title: CEO
Date:

Name: Jon Wyatt
Title: Sport and Sustainability Director
Date:

5/9/23

