

SINGAPORE MUAYTHAI FEDERATION **ATHLETE'S AGREEMENT**

ABOUT SINGAPORE MUAYTHAI FEDERATION (SMF)

1. SMF is the National Sports Association for Muaythai in Singapore, covering the management of Muaythai activities, coaching, talent-scouting, coordinating competitions worldwide and promotion of the sport in Singapore. Through several initiatives and activities, SMF aims to:

- a. Promote and develop Muaythai into a leading local and international combat sport by generating awareness and encouraging participation, inculcating the virtues of respect, confidence, self-discipline and perseverance which are values inherent in the art.
- b. Uphold, as the National Sports Association for Muaythai, the laws of Muaythai as adopted by the World Muaythai Council (WMC) and International Federation of Muaythai Association (IFMA) as may be varied from time to time.
- c. Organize tournaments and training both locally and on an international level.
- d. Regulate and control the conduct of athletes, instructors, masters, clubs, gyms and schools in Singapore.
- e. Take all steps it may deem necessary in order to prevent the infringement of its constitution as well as of the Regulations of SMF and World MuayThai Council (WMC) and International Federation of Muaythai Association (IFMA).
- f. Prohibit and to make sure there is no area of political, religious, gender or racial or other discrimination among its members.

2. This Athlete Agreement ("this Agreement") is made between SMF and the undersigned Athlete ("the Athlete") in accordance with a) SMF's objective and targets in developing Muaythai in Singapore and b) with reference to the Code of Athlete Management for National Sports Associations (version 2011) as published by the Ministry of Community Development, Youth and Sports (MCYS) and Sport Singapore (SportSG).

PURPOSE AND BACKGROUND

3. By signing on this document, the Athlete unconditionally accepts and will abide by the terms of this Agreement.

4. Parents / Guardians of Athletes below 21 years of age must sign on this document signifying their acceptance of the terms and their consent to the Athlete's participation.

5. All Parties agree to work together to achieve sports excellence and glory for Singapore.

THE UNDERSIGNED PARTIES HEREBY AGREE as follows:

1. DEFINITIONS

- 1.1 In this Agreement, where the context requires, words importing the singular number include the plural number and vice versa; and words importing the masculine ~~gender include feminine gender.~~
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2. ATHLETE'S OBLIGATIONS

2.1 In consideration of being supported by SMF as a high performance athlete, the Athlete shall:

- (a) Use his best efforts to achieve the agreed performance targets as set out in his SMF Application Form; and
- (b) Abide by the Athlete's Code of Conduct set out in Schedule A; and

2.2 The Athlete accepts:

- (a) That SMF reserves full discretion in all matters relating to his participation in the Singapore Muaythai National Team and that SMF' decision on such matters is final.
- (b) That his involvement in the Singapore Muaythai National Team is subject to periodical performance, anti-doping and conduct reviews.
- (c) That his participation in sporting activities carries the risk of personal injury and in serious cases even death. The Athlete also agrees to take all reasonable care to avoid harm to self or others, save as otherwise prescribed or to the extent allowed in this Agreement due to the nature of Muaythai being a combat sport.
- (d) He must declare all existing sponsorship(s) received which shall be subject to review and prior approval by SMF. Such approval shall not be unreasonably withheld.

2.3 The Athlete will use his best efforts in studies and/or occupation whilst training and competing.

3. ROLE OF SMF

3.1 SMF agrees to manage and govern the athlete's high performance related issues in accordance with good governance and best practices.

3.2 SMF agrees to undertake all the responsibilities, described in Schedule B, to design and effectively implement the athletes' development plans.

3.3 SMF agrees to abide by and comply with the principles of the Code of Athlete Management ("COAM") at all times.

4. ROLE OF THE PARENT / GUARDIAN

4.1 The Parent / Guardian of an Athlete below twenty-one (21) years of age consents to the Athlete's participation in the Singapore Muaythai National Team and obligations of this Agreement.

4.2 The Parent / Guardian confirm that the particulars given in Schedule C are true and accurate. Any changes in their particulars should be reported to SMF immediately.

5. TRAINING DIFFICULTIES / PERFORMANCE REVIEW

5.1 If the Athlete fails to fulfill his/her obligations under this Agreement, SMF shall send a written notice to the respective Athlete identifying the specific shortcoming, the required remedial action and a period within which the remedial action must be complied with within the time frame prescribed in the said written notice.

5.2 All parties agree to resolve issues in an amicable and conciliatory manner and maintain confidentiality at all times. They will endeavour to achieve a resolution satisfactory to all Parties. Wherever possible, a consensus of the Parties will be taken to ascertain the best solution.

5.3 All training difficulties will be dealt with in accordance with the dispute resolution procedures provided for in Clause 7.

6. ATHLETE'S MONETARY INCENTIVE

6.1 In the event the Athlete is entitled to receive monetary incentives, as offered and awarded by sponsors and/or in relation to any reward programme under the purview of SportSG, in respect to achieving medal results in major competitions (such as SEA Games, Asian Games, Commonwealth Games, Olympic Games, etc), he/she agrees to contribute 15% of this monetary incentive (amounts of S\$5,000.00 and above) to SMF in acknowledgement of its development support in achieving his/her result.

6.2 SMF will recognise this contribution by allocating it as part of, and only for the use of athletes' developmental programmes.

7. DISPUTE RESOLUTION

7.1 In the event of any dispute, the parties agree to follow the prescribed dispute resolution procedure:

(a) To engage in good faith negotiations for 21 days to seek an amicable solution upon receiving notice to do so.

(b) Dispute(s) that cannot be resolved shall be referred to the Singapore Mediation Centre for mediation and arbitration in accordance with the Framework for Alternative Dispute Resolution for Sports.

(c) In the event such dispute cannot be resolved by way of mediation, all Parties agree to submit to the arbitration at the Singapore International Arbitration Centre ("SIAC") in accordance with the prevailing SIAC Rules. The Tribunal shall consist of one arbitrator who shall be Mr. Anwarul Haque and in the event Mr. Haque is not available, the SIAC shall appoint the sole arbitrator. The arbitration shall be conducted in English and the seat of arbitration shall be in Singapore. Parties agree that any Final Award shall be binding and non-appealable.

8. BREACH OF THIS AGREEMENT

8.1 The Athlete, the Parent / Guardian and the SMF agree to abide by all the terms and obligations contained in this Agreement. Failure to do so would constitute a breach of this Agreement.

9. TERMINATION AND CONSEQUENCES

9.1 The Athlete may, after prior consultation and discussion with the High Performance Coach and SMF, withdraw from the Singapore Muaythai National Team at any time. Such termination will take effect on the date that SMF receives the Athlete's written notice of termination. Where the Athlete is a minor, the written notice of termination must be countersigned by the Parent / Guardian.

9.2 If the SMF decides to terminate this Agreement, it must advise the Athlete in writing with specific reason(s) for termination. The Athlete may appeal such decision in accordance with Clauses 9.6 and 9.7 herein.

9.3 SMF may immediately terminate the Athlete's involvement in the Singapore Muaythai National Team under the following circumstances:

- (a) The Athlete is in breach of any Anti-Doping Rules and / or returns a positive drug test;
- (b) The Athlete leaves Singapore to represent any other sporting organization or country without first having obtained written approval from SMF. SMF reserves the right to refuse such approval in its sole discretion.
- (c) Where the Athlete is found to have engaged in Corrupt Practices.

9.4 In the event that the Athlete's membership on the Singapore Muaythai National Team is terminated by SMF, SMF shall serve written notice that includes:

- (a) A description of the infraction(s) that warrant the proposed suspension / termination.
- (b) The proposed suspension or disciplinary action.
- (c) The rationale for such a decision.

9.5 Following notification of either a performance or behavior related decision, the Athlete will be given sufficient time to make the necessary improvements. SMF should have reasonably sufficient time to make its assessment. The decision to suspend, terminate or impose disciplinary action will not be taken until the Athlete has made the submissions or if the time limit stated in the written notice issued by SMF has expired, whichever occurs first.

Appeal & Request for Review

9.6 The Athlete may appeal against SMF's decision to terminate the Agreement if the specified infraction(s) constitute a technical breach, but can be shown not to have violated the intent of the Agreement. Such cases may, at SMF's sole discretion, be treated as insufficient grounds for termination.

9.7 In any such review, SMF will decide whether to continue to provide support to an Athlete on the basis of written and/or oral submissions from the Athlete. SMF will inform the Athlete of its decision in writing.

Consequences

9.8 Upon termination of this Agreement, the following consequences will apply:

- (a) The Athlete shall cease to be involved in the Singapore Muaythai National Team and shall no longer be entitled to any benefits conferred under this Agreement or as a National Athlete.
- (b) Termination by SMF will be full and final and notwithstanding the generality of Clause 10 below, the Athlete and Parent/Guardian agree that SMF will not be liable in respect of any action for damage, contract or tort.
- (c) Athletes found by SMF to be guilty of breaching any anti-doping rules and regulations or to have engaged in corrupt practices must return athlete support funding in full received from SMF or as a result of SMF' efforts (which refund shall be returned to SMF to consult with individual sponsors or entities on its return or otherwise).

10. EXCLUSION OF LIABILITY AND INDEMNITY

10.1 The Athlete and the Parent / Guardian unconditionally accept that: -

- (a) The Athlete's participation and membership in the Singapore Muaythai National Team is at his own risk and shall absolve SMF and its officers, employees, servants from all liability in respect of any loss or damage or injury of any kind or death arising from with the Athlete's participation in the Singapore Muaythai National Team or from SMF' support or in relation to this Agreement.
- (b) To the extent permitted by law, neither the Athlete nor Parent / Guardian shall assert, and they hereby waive, any claim against SMF and its respective affiliates, members of the board of directors, officers, employees, attorneys, agents or sub-agents, on any theory of liability, for direct, actual, general, special, indirect, consequential or punitive damages (whether or not the claim therefor is based on contract, tort or duty imposed by any applicable legal requirement) arising out of, in connection with, as a result of, or in any way related to, this Agreement or any other document or any agreement or instrument contemplated hereby or thereby or referred to herein or therein, the transactions contemplated hereby or thereby or any act or omission or event occurring in connection therewith, and the Athlete and Parent / Guardian hereby waive, release and agree not to sue upon any such claim or any such damages, whether or not accrued and whether or not known or suspected to exist in its favor.

11. INTELLECTUAL PROPERTY

11.1 All Parties understand and accept that SMF owns all intellectual property rights in products, events, promotions used in relation to the Singapore Muaythai National Team and

that of the athlete support schemes as specified in Schedule B and will not do anything to cause such intellectual property rights to be interfered with, diminished and or damaged.

11.2 The Athlete and Parent / Guardian understand and consent that the utilization of the Athlete's name, image, likeness, performance and appearances in events/activities (including photographs, digital images, film and recordings) by the SMF will be permitted during and after the termination of this Agreement.

11.3 SMF shall be the owner of all inventions, improvements, designs, methods, plans, computer programs, products, services and other materials (collectively, "Developments") created by the Athlete during the term of this Agreement or in which the Athlete assisted in the creation for the benefit of the SMF during the course of this Agreement. All intellectual property rights in such Developments of SMF, including all patents, trademarks, copyrights, trade secrets and industrial designs, shall be the exclusive property of SMF. In the event that the Athlete acquires any rights or interests in such Developments of SMF as a result of his work under this Agreement, the Athlete agrees to assign and by executing this Agreement does assign all such rights and interests to SMF. SMF shall have the exclusive rights to obtain copyright registrations, letters patent, industrial designs, trademark registrations or any other protection in respect of the work products and the intellectual property rights in SMF's Developments anywhere in the world. At the expense and request of SMF, the Athlete shall both during and after the term of this Agreement, execute all documents and do all other acts necessary in order to enable SMF to protect its rights in SMF's Developments.

12. NO CORRUPTION

12.1 The Athlete, the Parent / Guardian, the Surety and /or SMF shall not, before during or after the signing of this Agreement, be involved in any corrupt practices.

12.2 None of the Parties or any director, officer, agent, employee or other person associated with or acting on behalf of the Parties shall make any bribe, rebate, payoff, influence payment, kickback or other unlawful payment.

13. CONFIDENTIALITY AND PERSONAL DATA

13.1 Unless required by law, the Athlete and Parent/Guardian shall keep the terms and conditions of this Agreement confidential and all information exchanged as a result of this Agreement should not be used for purposes other than in furtherance of this Agreement without first seeking and receiving the prior written consent from SMF. To the extent allowed by law and as set out in this Clause 13, SMF is allowed to collect, use and disclose the Athlete's and/or Parent/Guardian's Personal Data (as defined in Section 2 of the Personal Data Protection Act 2012 "PDPA").

13.2 Depending on the nature of the Athlete and/or Parent/Guardian's interaction with us, some examples of personal data which we may collect includes their name and identification information such as NRIC number, contact information such as address, email address or telephone number, nationality, gender, date of birth, marital status, photographs and other audio-visual information, employment information and financial information such as credit card numbers, debit card numbers or bank account information.

13.3 SMF generally does not collect personal data unless (a) it is provided to us voluntarily by the Athlete and/or Parent/Guardian directly or via a third party who has been duly authorised by the Athlete and/or Parent/Guardian to disclose personal data to SMF (the “authorised representative”) after (i) the Athlete and/or Parent/Guardian (or your authorised representative) have been notified of the purposes for which the data is collected, and (ii) the Athlete and/or Parent/Guardian (or their authorised representative) have provided written consent to the collection and usage of the Athlete’s and/or Parent/Guardian’s personal data for those purposes, or (b) collection and use of personal data without consent is permitted or required by the PDPA or other laws. SMF shall seek the Athlete and/or Parent/Guardian’s consent before collecting any additional personal data and before using personal data for a purpose which has not been notified to the Athlete and/or Parent/Guardian (except where permitted or authorised by law).

13.4 SMF may collect, use or disclose the Athlete and/or Parent/Guardian’s personal data for any or all of the following purposes:

13.4.1 performing obligations in the course of or in connection with our provision of support to the Athlete;

13.4.2 verifying the Athlete and/or Parent/Guardian’s identity;

13.4.3 responding to, handling, and processing queries, requests, applications, complaints and feedback from the Athlete and/or Parent/Guardian;

13.4.4 managing the Athlete and/or Parent/Guardian’s relationship with SMF;

13.4.5 processing payment or credit transactions;

13.4.6 sending marketing information about our goods or services including notifying you of events, initiatives and promotions, lucky draws, membership and rewards schemes and other promotion or events;

13.4.7 complying with any applicable laws, regulations, codes of practice, guidelines, or rules, or to assist in law enforcement and investigations conducted by any governmental and/or regulatory authority;

13.4.8 any other purposes for which the Athlete and/or Parent/Guardian have provided the information;

13.4.9 transmitting to any unaffiliated third parties including SMF third party service providers and agents, and relevant governmental and/or regulatory authorities, whether in Singapore or abroad, for the aforementioned purposes;

13.4.10 any other incidental business purposes related to or in connection with the above.

13.5 The purposes listed in the above clauses may continue to apply even in situations where the Athlete and/or Parent/Guardian’s relationship with SMF (for example, pursuant to this Agreement) has been terminated or altered in any way, for a reasonable period thereafter (including, where applicable, a period to enable SMF to enforce its rights under any contract with the Athlete and/or Parent/Guardian).

13.6 The consent that provided for the collection, use and disclosure of your personal data will remain valid until such time it is being withdrawn in writing. The Athlete and/or Parent/Guardian may withdraw consent and request SMF to stop using and/or disclosing their personal data for any or all of the purposes listed above by submitting a request in writing or via email to the SMF Data Protection Officer.

13.7 Upon receipt of a written request to withdraw consent, SMF may require reasonable time (depending on the complexity of the request and its impact on the SMF relationship with the Athlete and/or Parent/Guardian) for the request to be processed.

13.8 Whilst SMF respects the Athlete and/or Parent/Guardian's decision to withdraw their consent, depending on the nature and scope of the request, SMF may not be in a position to continue providing support and SMF shall, in such circumstances, notify the Athlete or Parent/Guardian before completing the processing of the request. Should the Athlete or Parent/Guardian decide to cancel their withdrawal of consent, they are required to inform SMF in writing.

13.9 Withdrawal of consent does not affect SMF's right to continue to collect, use and disclose personal data where such collection, use and disclose without consent is permitted or required under applicable laws.

13.10 If the Athlete or Parent/Guardian wishes to make (a) an access request for access to a copy of the personal data which SMF holds about them or information about the ways in which SMF may use or disclose your personal data, or (b) a correction request to correct or update any of their personal data which SMF holds about them, they may submit a request in writing or via email to our Data Protection Officer. A reasonable fee may be charged for an access request. If so, SMF will inform the Athlete or Parent/Guardian of the fee before processing their request.

14. ENTIRE AGREEMENT / VARIATIONS

14.1 This Agreement contains the entire agreement between the Athlete, the Parent / Guardian and SMF. No variation of the terms of this Agreement shall be valid or binding on SMF unless consented in writing to such variation.

14.2 The Parties agree that SMF shall also have the absolute right at any time to review and vary the terms of this Agreement in any manner it deems fit, and such variation shall be effective immediately.

15. INVALIDITY AND CONTRA PROFERENTUM

15.1 If any provisions of this Agreement are held to be invalid, illegal or unenforceable, such provisions shall be severed from this Agreement without affecting the validity, legality or enforceability of the other provisions.

15.2 No term or condition of this agreement will be construed adversely to a party solely on the ground that the Party was responsible for the preparation of this agreement or that provision.

16. NOTICES

16.1 Any document, notice or demand or legal process to be given to or made on the Athlete, Parent / Guardian shall be deemed sufficiently given if the same is left at or sent by prepaid post to their last known address and if sent by post shall be conclusively deemed to have been received by the Athlete, Parent / Guardian within forty-eight (48) hours after the time of posting. If such document, notice or demand or legal process is sent by e-mail, then service is deemed to have been effected at the time of the sending of the e-mail.

17. NO PARTNERSHIP

17.1 This Agreement shall not constitute or imply any partnership, joint venture, agency or any other relationship between the Parties other than the specific relationships expressly provided for in the Agreement.

18. EXCLUSION OF THIRD PARTY RIGHTS

18.1 The Contracts (Rights of Third Parties) Act (Cap. 53B) of Singapore shall not, under any circumstances, apply to this Agreement and any person who is not a party to this Agreement (whether or not such person shall be named, referred to or otherwise identified, or form part of a class of persons so named, referred to or identified in this Agreement) shall have no right whatsoever under the Contracts (Rights of Third Parties) Act (Cap. 53B) to enforce this Agreement or any of its terms.

19. LANGUAGE

19.1 This Agreement has been drafted in the English Language. If a version of this Agreement is prepared and provided to you in another language, such a translated Agreement will be for convenience of reference only and any question as to the interpretation of any provision of this Agreement shall be determined based solely upon the English form of this Agreement.

20. GOVERNING LAW


20.1 This Agreement shall be governed by and interpreted in accordance with the Laws of the Republic of Singapore.



Note: The Schedules A to D which follow are integral parts of this Agreement.

IN WITNESS WHEREOF the Athlete, the Parent / Guardian (where applicable), the Surety, and the NSA have signed this Agreement on this ____ day of _____ 2022, accepting the terms and conditions of this Singapore Muaythai National Team Athlete Agreement from April 2022 to March 2023.

Signed by :
Name : Tommy Kuang Zhijian
Designation : General Secretary

On behalf of the Singapore Muaythai Federation (SMF): 

The Athlete
Name : _____
NRIC No. : _____
Address : _____
Signature : _____

The Parent / Guardian
Name : _____
NRIC No. : _____
Address : _____
Signature : _____

All in the presence of the Witness
Name : _____
NRIC No. : _____
Signature : _____

SCHEDULE A

ATHLETES' CODE OF CONDUCT

As a Singapore Muaythai National Team athlete, I will:

- (a) Abide by SMF' policies and procedures currently adopted in relation to being enplaced in the National Team Programme, inclusive of this agreement.
 - (b) Collaborate and work closely with the High Performance Coach and SMF to develop and implement my individual high performance and personal development plan.
 - (c) Ensure that my Personal Coach (if any) collaborates with the SMF's High Performance personnel to fulfill my individual plan.
 - (d) Comply with my training, competition and personal development plan to the best of my abilities.
 - (e) Provide regular updates on my performance progress and personal development to the SMF. This includes the submission of achievements and receipts where necessary.
 - (f) Conduct myself at all times, in a manner that does not bring the sport, key partners or myself into disrepute.
 - (g) Refrain from engaging in activities or events unbecoming of a national athlete including but not limited to the following:
 - i) making derisory or derogatory comments about another athlete's performance.
 - ii) smoking and/or consuming alcohol when in training camps, major championships and international events,
 - iii) knowingly cheat by using performance enhancing substances.
 - (h) Maintain regular attendances at training based on agreed training regime satisfactory to SMF.
 - (i) Show utmost respect for other athletes, coaches and other colleagues when training or competition, whether local or overseas.
 - (j) Promptly inform the SMF regarding any changes to personal and medical particulars, as well as training, competition and personal development plans. If changes affect the Athlete's ability to train or compete at the required standards, written notification (including copies of relevant documents) from or on behalf of the Athlete should be submitted to SMF.
 - (k) Represent the Republic of Singapore in all SMF designated training camps, competitions and events.
 - (l) Refrain from participating in any competition that is not permitted under the policies of the SMF, unless it grants approval.
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Medical & Physical Fitness, Information and Research

2 The Athlete agrees and consents to:

- (a) Give full and honest disclosure of:
 - (i) His medical history (including all prescribed and consumed drugs, Supplements & medication) to SMF's personnel.
 - (ii) The names and contact information of all Healthcare Providers who have been consulted with regards to the Athlete's medical conditions.
- (b) Maintain the highest possible level of health and physical. The Athlete should:
 - (i) Immediately notify the High Performance Coach, SMF as soon as he is injured or ill, if training will be interrupted for three (3) or more consecutive days.
 - (ii) Keep SMF's personnel updated on changes to his health and physical condition for the duration of this Agreement.
- (c) Submit to medical examinations and clearances as required by SMF from time to time or when necessary.
- (d) Authorize SMF's staff to release pertinent medical information to coaches, relevant SportSG High Performance and internal media relations staff via oral, written or email communications. Such disclosure is limited to purposes relating to the Athlete's Singapore Muaythai National Team carding status, medical fitness, performance enhancement and injury management.
- (e) Authorise all Health Care Providers or sports therapists consulted in the twelve (12) months preceding this Agreement or during emplacement on the Singapore Muaythai National Team Programme, to disclose or share any information relevant to the Athlete's performance as an athlete, with SMF.
- (f) Permit SMF to use the information derived from its services for the purposes of research and/or coach education. SMF will take reasonable steps to maintain the anonymity and protect the Athlete's privacy.
- (g) Collaborate and participate in SMF activities outlined in his individual programme to enhance his personal performance. The Athlete will cooperate with SMF to obtain the highest level of benefit.

3 The Athlete understands that refusal to give consent for such details will not affect his access to medical care or treatment, but accepts that it may be considered in determining the selection for competitions and the continuation of his Singapore Muaythai National Team membership.

4 The Athlete may consult traditional Chinese medicine (TCM) practitioners and utilise other alternative treatments at their own risk. He understands that any injuries or decline in performance caused as a result of these treatments may affect the athlete's selection for

competitions and the continuation of their Singapore Muaythai National Team membership. In the event that the Athlete suffers adverse effects from such treatment and requires subsequent intervention, costs associated will be borne by the athlete.

Compliance with the World Anti-Doping Code

5 In support of drug-free sports and to comply with the provisions of the World Anti-Doping Code (hereinafter “the Code”), the Athlete agrees to:

- (a) Be familiar and comply with all anti-doping policies and rules including the applicable provisions adopted by SMF pursuant to the Code.
- (b) Keep the SMF fully informed of any and all drug-related offences in which he may be involved.
- (c) Ensure that any therapeutic use or other permitted medication exemptions are fully documented prior to use as laid out in the Anti-Doping Rules.
- (d) Take responsibility (in the context of anti-doping) that what he ingests and uses does not violate anti-doping policies and rules adopted pursuant to the Code.
- (e) Submit to announced or unannounced doping controls and examinations when required by SMF, SportSG, National Anti-Doping Organization, the International Federation or the International Olympic Committee (IOC).

6 The provisions of this Clause are in addition to and are in no way intended to limit the scope of the obligations set out in the Anti-Doping Rules or to define the ambit of the Anti-Doping Rules.

Apparel & Equipment

7 The Athlete agrees to:

- a. Wear and use designated team clothing and equipment whilst competing or carrying out any sports-related activities required under this Agreement.
- b. Neither use nor permit the use of the Team Uniform for any commercial purpose without prior written consent from SMF and SportSG.

National Representative and Sports Ambassador

8 The Athlete recognizes that, as a Singapore Muaythai National Team athlete, his behaviour will reflect on SMF, SportSG and the Sport. He agrees to conduct himself in a proper manner at all times. The Athlete is expected to:

- (a) Maintain good conduct and sportsmanship in training, competition or on duty as a sports ambassador in a manner that does not bring SportSG and/or SMF into disrepute and tarnish the image of the Sport.
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- (b) Adopt appropriate dress standards when carrying out duties in relation to the Singapore Muaythai National Team Programme.
- (c) Not engage in activities that may violate the laws of Singapore or that of any other country where training or competition is held.
- (d) Obtain prior consent and approval of SMF and SportSG before engaging directly/indirectly in any occupation, business or trade including product endorsements and sponsorship agreements.
- (e) Not make any public statement which is derogatory of SportSG, SMF, the Singapore Muaythai National Team programme, or any of the bodies working to promote sport in Singapore, nor make any critical statement or disparaging remarks (hereinafter “disparaging remark”) upon another sporting competitor on a personal basis and not related to the sporting event/competition or the Sport. Fair comment upon a fellow competitor made without the use of offensive language where the substance of the comment is known (or can be shown) to be true will not constitute disparaging remark for the purpose of this Agreement.
- (f) Support and promote SMF, SportSG, the Sport and other key sponsors/support agencies whenever and wherever possible. This includes:
 - i. Involvement or making appearances in events that include, but are not limited to press interviews, promotional campaigns functions and seminars. SMF and SportSG will take into consideration that such involvement or cooperation should not compromise the Athlete’s high performance programme.
 - ii. Attending any Singapore Muaythai National Team Singapore press interview which is reasonably required before engaging in any activity in support of a commercial teammate or sponsor. This obligation shall apply for a reasonable period before and after the event or competition.
 - iii. Filming and/or recording of the Athlete’s performance on behalf of or by the SMF and SportSG whilst training, competing or otherwise carrying out any activity as a member of the Singapore Muaythai National Team programme or as part of the Singapore Muaythai National Team.

(End of Schedule A)

SCHEDULE B

NSA SUPPORT SERVICES

1. The NSA will provide, at its sole discretion, the necessary support and benefits to all athletes on the Singapore Muaythai National Team Programme until the expiration of the Agreement. These include:

- (a) Expert coaching & training support.
- (b) Well-equipped high performance training facilities.
- (c) Medical services and sports science support.
- (d) Fair training and competition opportunities (as regulated by objective and transparent selection policies).
- (e) Life skills management and professional development support.
- (f) Necessary health and travel insurance (where appropriate).
- (g) Travel and accommodation allowances (where appropriate).

2. Planning and Implementation

2.1 SMF will endeavor to involve the Athlete(s) and the High Performance Coach to plan, monitor and review the Athlete's on an ongoing basis to ensure that targets are set and the Athlete continues to progress accordingly.

2.2 SMF will proactively identify ways of enhancing athletes' development and performance progress.

2.3 SMF will also implement strategies to help athletes achieve their personal / professional development goals whilst they are on the Singapore Muaythai National Team programme.

3. Athlete Development

3.1 SMF will regularly review performance goals and submit performance plans, updates, budgets and reports in a timely manner (or as required by the SSC) to enable effective monitoring of the Athlete's progress and performance in the Sport.

3.2 SMF will promptly inform the Athlete of:

- (a) Selection, non-selection and appeal procedures for representation and Singapore Muaythai National Team Programmes.
 - (b) Competition and training schedule.
 - (c) Competition rules and regulations.
 - (d) Eligibility requirements and procedures.
 - (e) The Schedule of Annual Performance Measures.
 - (f) Anti-Doping Rules.
 - (g) Injury and health management guidelines.
 - (h) Grievance and Disciplinary Rules and Procedures pertaining to their status as a national athlete and/or national-carded athlete.
 - (i) Policy reviews and changes to plans and/or athlete support services, if any.
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3.3 SMF shall provide SportSG with prompt updates relevant to the Athlete's individualized training, competition and professional development plans.

3.4 SMF shall adopt current best practices with respect to selection, elite training and/or competition preparations and athlete support services.

3.5 SMF shall adhere to the World Anti-Doping Agency (WADA) Code.

3.6 SMF will ensure that a member of its Executive Committee will be available at reasonable times to receive and consider any requests for advice, information reports, applications or other matters.

3.7 SMF agrees to manage its relationship with the Athlete and the NSA in a manner that fosters openness, honesty, mutual trust and respect, and ensures the highest professional and ethical standards.

3.8 SMF is expected to continually review and enhance its high performance programmes and support structure.

(End of Schedule B)

SCHEDULE C

INFORMATION ON PARENT/ GUARDIAN*

Title (Dr / Mr / Mrs / Mdm / Miss*) Name: _____

NRIC No.: _____ Marital Status: _____

Date of Birth: _____ Age: _____

Country of Birth: _____ Citizenship: _____

Nationality: _____

Residential Address: _____

Contact Information:

(H): _____ (O): _____

(HP): _____ (Email): _____

Name of Workplace/ Office: _____

Address of Workplace/ Office: _____

Occupation: _____

* Delete where applicable.

(End of Schedule C)

SCHEDULE D

SINGAPORE MUAYTHAI NATIONAL TEAM PROGRAMME AND COMPETITION SELECTION POLICY

1. Objective

- 1.1 To identify prospective athletes as part of a development strategy of establishing a progression towards high performance competition with the potential of representing Singapore in the sport of Muaythai in international competition.
- 1.2 Athletes in the Singapore Muaythai National Team Programme will then be eligible candidates for selection to represent Singapore in international competitions.

2. Eligibility Criteria

- 2.2 To be eligible for selection to the Singapore Muaythai National Team Programme, an athlete:
 - (a) Must be a Singapore citizen and eligible to represent Singapore in International Sports Competition.
 - (b) Must be a student/member of an SMF affiliated gym.
 - (c) Athlete is to be actively competing locally or overseas for a **consecutive period of 2 years minimum.**
 - (d) Athlete is to have participated in **at least 3 SMF national qualifier events** and **have won all 3 matches.** Matches are to be of 3 rounds of 3 minutes with 1-minute rest in between rounds.
 - (e) Athlete to have attended and fought in **at least 1 international event** and must have competed in the Elite male/female category for the international event.
 - (f) Athlete's weight class must be available in the relevant international event.

3. Selection Criteria for International Competition

- 3.1 Athlete selection will be based on the probability that said athlete can obtain a medal in their weight class for the specific international event which will be based on:
 - i. Skill level of Muay Thai
 - ii. Attendance at centralised training sessions (i.e. minimum 80% attendance rate) which will start **60 calendar days** before the start of any international event.
 - iii. Level of participation in international competitions.
 - iv. Number of medals received at 5 levels – District, State, National, Continental and World.
 - v. Pre-selected as an SMF Singapore Muaythai National Team Programme Athlete, as per pre-requisites spelt out in clause 2.2.
 - vi. Must be of good conduct

3.2 SMF reserves the right to implement additional criteria and/or adopt separate criteria to match the specific requirements for competition(s) of which the athlete is to be selected. Example, age eligibility criteria for the Youth Olympic Games.

3.3 SMF will announce any additional selection criteria prior to the nomination dateline. This may be done in the form of a written notice or oral announcement.

3.4 SMF retains sole discretion in the selection of athletes for any and all international competitions.

3.5 The final decision on the selection of athlete(s) for all international events will rest with the Team Manager.

4. Selection Committee

4.1 The Selection Committee will comprise of 3 of the following 5 SMF's EXCO members:

- (a) SMF President
- (b) SMF General Secretary
- (c) SMF Treasurer
- (d) SMF National Coach
- (e) SMF National Team Manager

4.2 This Committee's role is to conduct the evaluation and selection of athletes for selected international competitions and where appropriate, the nomination of athletes to SNOC.

5. Appeal against selection or non-selection

5.1 The selection or non-selection of the individual can be appealed in writing (as per Schedule E), with justifications and supporting documents where applicable, to the Singapore Muaythai Federation (SMF) Selection and Appeal Committees within 10 days of the announced Selection List.

5.2 A non-refundable administration fee of S\$150.00 will be levied and is payable by cheque. This payment is to be included with the Appeals submission.

5.3 The Appeal Committee is to adjourn a hearing of the appeal within 10 days of receipt of the appeal application.

5.4 The Selection and Appeal Committees will issue a joint response, in writing, of its final decision with justifications to the Athlete's appeal within 5 days of the hearing.

6. Appeal Committee

6.1 The Appeal Committee will comprise of the following:

- (a) SMF President
- (b) 1 Official from SportSG

- (c) SMF National Coach
- (d) SMF Secretary General
- (e) SMF Treasurer

6.2 This Committee's role is to review any athlete's appeal against not being selected for Competition.

6.3 The Committee reserves the right to over-rule the Selection Committee's decision.

7. Athlete's Code of Conduct

7.1 Athletes once selected are to uphold the values and adhere to guidelines as spelt out in the SMF's Athlete's Code of Conduct (Schedule A). Failure to satisfy these criteria may result in the athlete being suspended or being removed from the Singapore Muaythai National Team Programme entirely.

(End of Schedule D)

Date Of Submission: _____ **Signature:** _____

Documents To Be Included In the Appeal Application

Progress Chart

To be obtained from coaching staff for validation of training and performance progress.

Coach’s Report

Applicable testimonial and/or Coach’s recommendation for selection or non-selection.

Medical Certificate/Notice

Required if athlete was unable to attend competition(s), assessment session(s) or training session(s) on medical grounds.

Copy of Passport/Visa

Required if athlete was unable to attend competition(s), assessment session(s) or training session(s) due to overseas travel.

For internal records

Appeals Committee’s Decision: Approved Denied		
Comments/Notes:		
Date:	Submitted By:	Signature:

(End of Schedule E)