



GIFTING POLICY NETBAL NEDERLAND

1. Introduction

Netbal Nederland is committed to maintaining the highest standards of financial transparency, ethical conduct, and organizational integrity. As a member of the national sporting community, our federation strictly adheres to the NOC*NSF Code of Conduct for Executives to ensure all corporate actions remain impartial, fair, and free from undue influence.

This policy establishes clear boundaries regarding the acceptance of gifts, hospitality, and external perks by board members, committee officials, and staff. By implementing strict monetary thresholds, mandatory registry tracking, and regular compliance audits, Netbal Nederland safeguards its professional reputation and reinforces trust with our athletes, clubs, and partners. Compliance with these regulations is mandatory for all covered individuals to ensure a transparent and honorable sporting environment.

1.2 Individuals Covered

This policy applies universally to all individuals acting on behalf of, or representing, Netbal Nederland. Covered individuals subject to these regulations include:

- All members of the Executive Board.
- All committee officials and working group participants.
- Any external consultants, contractors, or volunteers operating under Netbal Nederland's authority.
- All full-time, part-time, and casual staff members.

2. Strict Gifts, Hospitality, and Perks Restrictions

To uphold absolute financial transparency, all board members, committee officials, and staff must follow the strict [NOC*NSF Code of Conduct for Executives](#) regarding gifts and hospitality:

- **Prohibition of Inducements:** Covered individuals are strictly prohibited from accepting personal favors, bribes, significant gifts, favours of financial value or other services offered as a result of their position or services of any kind.
- **Token Threshold:** Casual tokens or business hospitality (e.g., promotional sports gear, business meals) may only be accepted if the value is purely nominal (under €100).
- **Registry Requirement:** Any gift or corporate hospitality exceeding an estimated market value of **€100** must be explicitly reported to the General Secretary and recorded in the federation's public *Integrity and Gift Registry*.

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3. Reporting Procedure

Covered individuals must follow these steps immediately upon receiving any gift, hospitality, or perk valued at €100 or more:

1. Notification

- Notify the General Secretary via email within five (5) business days of receiving the item.
- Include the donor's name, organization, estimated value, and the date received.

2. Valuation Review

- Estimate the market value using online pricing or standard retail costs.
- Contact the General Secretary for a final ruling if the exact value is ambiguous.

3. Registry Logging

- Complete the official Gift Disclosure Form provided by the administration.
- Ensure the General Secretary logs the entry into the public Integrity and Gift Registry.

4. Item Disposition

- Keep nominal items under €100 for personal or professional use.
- Surrender items over €100 to the federation for communal use or charity raffle, unless explicitly authorized otherwise by the Executive Board.

4. Annual Verification and Compliance Audits

- **Annual Renewal:** On September 1 of each year, all covered officials must submit a refreshed *Declaration of Outside Interests*.
- **Compliance Checks:** The General Assembly (*Ledenraad*) retains the right to audit the federation's gift and conflict registries at any point to verify adherence to NOC*NSF standards.

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