

ETHICAL CODE

A series of behavioral and ethical guidelines regarding the federation's Padel instructor are listed below. This guide is intended to be a useful summary to understand the important role that the professional has in the Federation and in the reality of Padel in Tanzania.

Being a professional does not only mean taking courses for personal and / or economic reasons alone, but also having suitable and correct behaviors for personal growth and Padel sport. From these behaviors, all the protagonists of the Padel reality in Tanzania benefit: the Federation, the equipment manufacturers, the Padel centers, the Padel schools, the instructors and the end users, that is the students.

The more the Padel activity rises to a higher level of professionalism, the greater the interest in those who want to approach it or grow within it, with a consequent increase in users, an increase in centers, services provided, investments for the development of equipment. This increase in the level of growth of the sector inevitably leads to an increase in investments also from a marketing point of view, with the consequent increase in users interested in carrying out the activity.

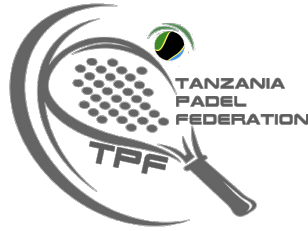
From this brief introduction we understand how important is the positive and professional attitude of whoever is the real spokesperson for Padel sports: the instructor. The instructor, who carries out his teaching task correctly and professionally, will make the end user understand how much the Padel is a positive, innovative, fascinating environment, which can give unique sensations and high satisfaction to its practitioners.

The instructor, whether he carries out his task out of passion or profession, is the real spokesperson for a sector and for this reason he must be a role model, a positive example for the users of his services.

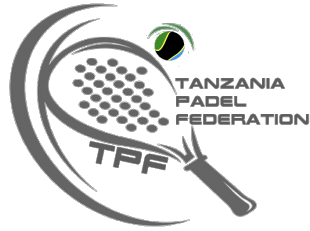
The instructor is a professional who studies, deepens, updates, trains, improves, knows and aims to improve his theoretical and practical preparation more and more, in order to provide students with the best preparation.

In order to facilitate its professionals, the Federation has highlighted guidelines to allow them to be a real example of how a Padel sports professional is:

1. The professional wears clothing appropriate to his status and to the place where he is taking the course;



2. The professional wears branded clothing of the federation or brand with which he has sponsorship contracts during the courses and official events;
3. It is absolutely forbidden for professionals to denigrate other federations and / or professionals, instructors, Centers, sector operators in public, during courses, on social media, on any digital platform, in official and unofficial events and on any occasion;
4. It is essential that the professional fully understands that it is not the Federation's intention to affirm its importance on the national scene by discrediting other companies in the sector. In all cases indicated in point 3. The Federation will officially distance itself from any statement or behavior that is not in keeping with the ethical rules;
5. the professional does not denigrate the federation itself and / or the active professionals of the federation either publicly, privately or during the courses. Behavior of this type may be sanctioned;
6. Any dispute between professionals cannot and must not in any way affect the work of the Federation. In such cases, it will be up to the professionals to resolve any problems in this regard, but the federation will not intervene in any way except for the cases indicated in point 5;
7. The Federation supports any initiative within the Padel sector, which is not in clear contrast with the training standards and philosophy of the Federation itself;
8. In carrying out the educational programs, the professional must not deviate from what is indicated within them and in the training standards;
9. Any variation to the fundamental concepts of the educational programs can be agreed with the federation and, if this is not done, the professional must specify that these are opinions in a personal capacity and not part of the Federation programs;
10. The professional can use additional personal teaching material, but this must not conflict with the concepts expressed within the federation's teaching materials;
11. It is not allowed to reproduce and disclose any existing teaching material owned by the federation or to create new ones with the brand without first having requested specific written authorization from the federation itself;
12. Any professional is not part of the Federation in any relationship of dependence or collaboration / partnership: the Federation provides active professionals with the tools to be able to develop educational training and no one should consider themselves in a working relationship of any kind with this.
13. The management of the courses, as a professional or within a school, does not concern the Federation from a financial point of view: the



federation provides the support to develop the courses and controls the adherence to the training standards during the courses;

14. The professional is obliged to use up-to-date materials during their courses;
15. When no didactic activity is carried out, the professional, in his capacity as a Padel player, must, in any case, maintain an attitude that complies with the ethical rules of the Federation and must not perform actions in violation of the same rules. In such cases, the Federation reserves the right to evaluate the incident and possibly sanction the professional;