

Code of Conduct of the Czech Electronic Sport Association, z.s.

identification number: 089 43 192, with its registered seat at 17. listopadu 2172/15, Poruba, 708 00 Ostrava, entered in the register of associations kept by the Ostrava Regional Court under file No. L 19097 (the "Association")

1. Esports are a modern form of sports; as such, the discipline is striving for recognition by the Czech government and within international structures and organizations – keystones of the Association's mission statement
 - We are making active efforts to attain official sports status for esports in the Czech Republic, and support similar efforts on the part of other foreign national federations as well as the Esports Europe Federation and International Esports Federation. In a coordinated fashion, we as an Association take all possible and necessary legal and organizational steps towards achieving this goal.
 - We are committed to working with the Ministry of Education, Youth, and Sports and other public authorities in fulfilling the tasks ahead of us in the field of sports.

What follows are additional major thematic categories and points of departure of this Code of Conduct of the Association (the "Code"); together, these form an integral whole.

2. Fair play is not an empty word
 - We understand that fair play is not just about respecting the rules. Fair play is a form of friendship and respect for other individuals and groups. It is an integral part of everyone's sportsmanship. We identify with the notion that fair play is a way of thinking, rather than a mode of behavior. We fully realize that observing the rules of fair play entails also a continuous and uncompromising battle against cheating, rigging the outcome of matches, violating rules, using doping, resorting to violence and (physical or verbal) bullying, ill-gotten advantages, unequal opportunities, excessive commercialization, and corruption. We will always observe the rules of fair play and monitor their observance within the community of our partners, members, collaborating individuals and legal entities, and within the context of any and all activities pursued by the Association.
3. Responsibility of organizations, institutions, and individuals for the state and development of esports in the Czech Republic; support for these groups
 - We are fully aware that organizations associated with esports, gaming organizations, organizers of gaming events, individual gaming teams, gaming clubs and associations, professional fields with an esports connection, the media, but also parents, teachers, trainers, referees, managers, journalists, professional and recreational esports players all serve as an example and inspiration. The Code of Conduct applies not only to all individuals and organizations involved in esports for entertainment, on a voluntary basis, or on a professional level, but also viewers and fans. We feel that all of them – including the commercial sector, which comprises the production, sale, and marketing of the means and tools needed to pursue esports – share responsibility for the current state and future development in the broad field of esports in the Czech Republic, and for the observance and promotion of fair play principles.

- We support the creation of the necessary material and organizational support framework, and give assistance to organizations, events, and individuals who adhere to ethical principles and the rules of fair play in esports and promote the good name of esports in the Czech Republic and beyond.
 - We support learning institutions and professionals in education and scientific research on all levels of the Czech educational system so that they may, as a part of schools' activities, syllabi, and course programs, propagate, aside from theoretical knowledge and expert skills, also the ethical rules of esports and the idea of fair play, and use modern technology to teach and help develop children and youth engaged in esports. We believe that our educational institutions ought to be the go-to address for acquiring healthy ethics in esports, promoting the principles of fair play, and obtaining the abilities and skills needed to further develop esports. We support research and development on the national level and on an international scale, observe the opportunities for project work, and forge connections between advocacy groups and stakeholders. We are advocates for helping the educational sector in raising awareness of the ideas and rules of esports among young people, and we fight to suppress any undesirable influences on, or negative effects by, esports, as well as unhelpful approaches or behaviors in connection with esports. We use every opportunity and event to promote the ideas of teamwork and fair play among children and youth.
 - We are making joint efforts to adopt ethical criteria for all areas directly affecting esports.
4. Responsibility and equality of all teams and organizations in which esports players congregate, from fans and amateurs to professionals
- We declare our preparedness and willingness to become actively involved in defining a uniform set of ethical rules for transfers of esports players, their registration in teams, and their participation in official competitions of the Association. Our goal is to create a roster of tournaments and groups of teams in different leagues so that all players may engage in esports according to their level of skills, and thus to establish a promising base of esports athletes from among whom teams may be recruited that will represent the Czech Republic abroad, or even an official national team of the Czech Republic. The Association considers such teams of players to be one of its basic building blocks. In the eyes of the Association and of the public at large, all teams are equal, irrespective of their results or of whom they represent. Any violation of the rules of fair play or of tournament rules and any activities which cause harm to the reputation of the Association or of esports in the Czech Republic will be met with disciplinary action. We strive to help ensure that the referees on each competitive level receive proper training. We make efforts to procure oversight and control over compliance with the fair play rules at all official tournaments or events supported by the Association.
5. Truthful, objective, and public reporting on the state, events and affairs of esports in the Czech Republic
- All activities, financing, decision-making, support and collaboration on the level of the member base are completely transparent. The Association is committed to informing its members and the general public in an objective and truthful manner about its activities and decisions, as well as any disciplinary proceedings; it does so on its website, and through its social network accounts and other media channels.

6. We set an example, observing the rules of game developers, license holders, the professional esports community, and official national and international events
 - We ask for and comply with licensing rules and game developer rules. We make sure age limits and restrictions are observed when hosting official events. Whenever possible, we will support official, licensed events which are supported by manufacturers and incorporate them in the Association's calendar of official events; we will do everything to create a system of preparatory events, training, team practice, and qualification so as to achieve top performance by the teams which will represent the Czech Republic in tournaments abroad. A transparent qualification process and equal conditions for all teams representing the Czech Republic and for the participants of licensed tournaments by producers are our top priority. If it is for objective reasons impossible to obtain a license for a given event directly from the manufacturer, the licensing rules and rules of fair play must be strictly observed and enforced – in those cases, it must be self-evident that the manufacturer has been informed of the relevant events in the Czech Republic and that they have given their consent. In the opposite case, the event does not have the support of the Association and will under no circumstances be organized under the auspices of the Association. Through membership in the Association, partners who organize licensed tournaments and events for game developers may have their own representatives on the committees and bodies of the Association and thus the right to attend meetings and assemblies and to vote on rules and arrangements concerning these activities.

7. Children and youth have a right to engage in esports
 - Engaging in esports provides shared pleasure and satisfaction. We accept responsibility for this idea. Working with, and drawing upon the support of, other stakeholders, institutions, and adults, we intend to promote the idea of esports and the rules of fair play across organizations and generations, with the goal to always be a trustworthy and credible guarantor for the observance of these rights and their further propagation.

8. Children and youth are our future; their development and health are our utmost priority
 - Executive committee members, representatives at the general assembly and on the various panels, as well as all adults who work with the Association set a positive example for children and youth through their personal conduct. They will take great pains not to positively comment on, personally accept, or in any way tolerate dishonest behavior or foul play.
 - The safety, health, and well-being of esports participants, whether they be a child, a young amateur, or a professional youth athlete, is our first and foremost concern, which is why we shall proceed such that the attainment of scores or the reputation of a school, club, trainer, or parent will never take precedence over the individual.
 - We always keep the physical possibilities of children and adolescents in mind; correspondingly, we enforce age limits for games and restrictive rules for the organization of events for minors.
 - It is of fundamental importance that children and adolescents be given the opportunity within the esports community to gain valuable experience which compel the individual and the team to adhere to fair play and ethical conduct throughout their lives.
 - We will not accept children and adolescents being treated as merely smaller versions of adult individuals. Their development is subject to physiological and psychological

limits, and this may have impact on their athletic performance. We understand that unfulfilled expectations can hold children and adolescents back in their natural development. We will always give consideration to these aspects at all official Association events or events held with the Association's support.

- We set great store in the pleasure and satisfaction experienced by esports athletes, and shall never put inappropriate pressure on children or adolescents in conflict with their right to freely decide on whether they wish to participate in tournaments, whether these are international or local in scope.
 - We foster the development of both talented and less talented individuals. We understand the need to emphasize and reward, aside from success in esports competitions or on the team, such aspects as personal growth and gaining experience and skills for the future and for one's later life.
 - We perceive the need to support children and adolescents in their natural potential to create their own events, games, and even rules. We understand that the support of the Association with its broad member base may play a key role for these purposes – support which is being extended in the role of participant, trainer, referee, or host. We want children and youth to understand the significance of penalties and rewards, the difference between fair play and foul play, and the concept that one must take responsibility for one's actions. Children, youth, and their parents must be given objective and comprehensive information so that they become aware of the potential risks of, and the demands imposed by, esports, and the impact of achieving success in esports under any circumstances.
9. Proper behavior of all participants within the national and international esports community; recognition of the Olympic Charter, the Court of Arbitration, and the World Anti-Doping Code.
- We are acutely aware that there can be no place in esports for discrimination or any kind of behavior which does not live up to the elementary standards of decency and propriety. Vulgar language and obscene gestures are forbidden, and so is any form of discrimination (based on race, creed, gender, nationality, age, disability, sexual orientation, or any other status or characteristics protected under the law), in any language. We strive at all times for respectful behavior towards others, never resorting to violence, threats, or physical or psychological intimidation. Intoxicants and psychotropic substances as well as doping agents are strictly prohibited at all events of the esports community in the Czech Republic and abroad.
 - We fully respect and recognize the Olympic Charter, issued by the International Olympic Committee on 26 June 2019.
 - We fully submit to the decisions of the Court of Arbitration for Sport (CAS) in Lausanne.
 - Within our reach and purview as an Association, we shall work towards ensuring, promoting, enforcing, and complying with the rules of the World Anti-Doping Code, measures against rigging the course or outcome of matches or competitions, and other measures against undesirable occurrences in sports as follow from international rules and decisions.
 - We as an association undertake to create the conditions for a respectable collaboration with the Esports Europe Federation and International Esports Federation.

10. Clean and reputable esports for all age groups, with no ifs and buts

- We demand and will respect a ban on the direct promotion or depiction of activities which cause harm to the good reputation of esports (or have the potential to do so), such as the promotion of pornography, weapons, or obscene, vulgar, or offensive materials of any kind – i.e., material which vilifies or defames individuals, organizations, institutions, or private companies. We undertake to respect the protection of intellectual property, i.e., anything which is copyrighted or which may only be used subject to the owner's consent.