

C O D I F I E D S T A T U T E S
HELLENIC FOOTBALL FEDERATION

ESTABLISHED IN 1926

ATHENS JUNE 2008

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I GENERAL PROVISIONS

Art. 1: Name – Legal status – Seat – Subjection

- 1.** The association established in 1926 by the Associations of Football Clubs of Athens, Piraeus and Macedonia – Thrace is a Football Federation, a private legal entity, a non-profit association with its seat in Athens, under the name of Hellenic Football Federation (E.P.O.).
- 2.** The Hellenic Football Federation (H.F.F.) abstains from discrimination of any kind against a country, private person or groups of people on account of ethnic origin, gender, language, religion, politics or any other reason. Any similar behaviour is strictly prohibited and punishable by suspension or expulsion.
- 3.** The term of the Hellenic Football Federation (H.F.F.) is unlimited.
- 4.** The Hellenic Football Federation (H.F.F.) seat and offices are located in Athens, at nr. 137, Syngrou Ave.
- 5.**
 - a)** The Hellenic Football Federation (H.F.F.) is the sole and exclusive competent supreme authority on representing the Hellenic football;
 - b)** The Hellenic Football Federation (H.F.F.) is obligated to observe the Statutes, regulations, decisions and Code of Ethics of FIFA and ensure their observance by all the bodies, officials, associations, clubs and in general all parties involved in football;
 - c)** The Hellenic Football Federation (H.F.F.) is obligated to observe the Statutes, regulations and decisions of UEFA and ensure their observance by all the bodies, officials, associations, clubs and in general all parties involved in football;
- 6.** The Hellenic Football Federation (H.F.F.), as a member-association of FIFA and UEFA, accepts that the football under the auspices and organisation of the Federation, shall be held in compliance with the

"Laws of the Game" set out or amended by the International Football Association Board (IFAB).

7. The Hellenic Football Federation (H.F.F.) as an association solely representing football in Greece and worldwide, is member of the Hellenic Olympic Committee.

Art. 2: Intention

1. The Hellenic Football Federation (H.F.F.) scope is to:
 - a) organise, promote, control, supervise and in general to further advance the sport of football in all its forms (open, futsal, beach soccer, etc) throughout the Hellenic territory;
 - b) to support the sport at national level and within the framework of "fair play";
 - c) to organise any and all types of football competitions in all forms at national level and allocate organising competencies to amateur and professional associations;
 - d) to control and allocate organising competencies for any and all friendly matches in all forms that take place throughout the Hellenic territory;
 - e) to handle all international sports relations connected with football in all its forms;
 - f) to defend and support the interests of those (natural persons, legal entities) involved with football.

2. **A.** In order to achieve the aforementioned scope:

The Hellenic Football Federation (H.F.F.) issues regulations for arranging any issue pertaining to football functions, indicatively such as:

 - a) the regulations approved by the Board of the H.F.F., ratified by the Ordinary or the Extraordinary General Assembly of the H.F.F., regulate the following:

- the principles that govern the holding of all types of games and championships.
 - the principles and regulations that govern football.
 - the exercise of disciplinary force over associations, clubs, players, professional clubs, players, administrative agents, referees, technical staff, Professional Club employees, sports fans, and in general over any and all natural person or legal entity whose activities involve football, the penalties and the organs for imposing such;
 - the taking of special preventive and suppressive measures for the safety and security of the competitions, for violence in the stadia and doping.
 - the principles and regulations that govern players, their capacity and in general contracts and any and all issues pertaining to such;
 - the rules that govern refereeing, the organs and its functions.
 - the rules that govern the profession of coaches and coaching.
- b)** The aforementioned indicative regulations, as well as any other one, may not be amended between the beginning of the competitions and the end of the matches and the ratification of the classification lists. Any amendments thereto apply from the upcoming season, upon penalty of forfeiture of the members of the Board. Exceptional amendments that are compulsive and with immediate force designated as such by UEFA or FIFA, shall apply and be integrated upon the date of their entry into force.

B. The Hellenic Football Federation (H.F.F.):

- a)** takes any and all measures for the creation or improvement of the fields;
- b)** sees to the issue of any and all printed material related with the sport;
- c)** stipulates sponsorship or advertising agreements;

- d)** establishes legal entities of any and all types for serving the scope of its operation;
 - e)** establishes and operates national or regional schools for football, refereeing and coaching;
 - f)** exercises its administrative, regulatory or operational competencies pursuant to the provisions of the statutes, regulations, decisions and directives of the International Federation of Football Associations (FIFA) and of the European Union of Football Associations (UEFA) which it unreservedly hereby accepts;
 - g)** The H.F.F. and its Member Associations may establish or participate in any and all types of legal entities (private or public) aiming at the establishment and exploitation of football products, sports coaching centres, football tourism centres and schools for learning the sport of football, etc.
- 3. A.** The Hellenic Football Federation (H.F.F.) as a member of FIFA and UEFA is obligated:
- a)** to fully comply with the Statutes, regulations, guidelines and decisions passed by the relevant FIFA and UEFA bodies which, according to these Statutes, are final and not subject to appeal;
 - b)** to participate in their competitions;
 - c)** to pay the membership subscriptions to them;
 - d)** to ensure that all parties involved in football, comply with and observe the Statutes, regulations, guidelines and decisions passed by the relevant FIFA and UEFA bodies which, according to the aforementioned Statutes, are final and not subject to appeal;
 - e)** to respect the "Laws of the Game";
 - f)** to fully comply with all other duties arising from the Statutes and Regulations of FIFA and UEFA;

- g)** to fully comply with the international match calendar drafted by FIFA;
- h)** to see that its leagues and individual clubs and itself comply with and observe the provisions for organising international matches between federation teams, association teams and clubs as issued by FIFA and UEFA; No such match or competition of this form shall take place without the prior permission of FIFA, UEFA and the Hellenic Football Federation (H.F.F.);
- i)** and recognises that no one of its affiliated leagues or clubs belong to another federation or participate in the competitions within the territory of another federation, bar exceptional cases, without the authorisation of the Hellenic Football Federation (H.F.F.), the federation in question, FIFA and UEFA;
- j)** to observe the principles of loyalty, integrity and sportsmanship as an expression of fair play;
- k)** to recognise the jurisdiction and observe the decisions of the Court for Arbitration for Sport (CAS) in Lausanne (Switzerland), as specified in the relevant provisions of the FIFA and UEFA Statutes;
- l)** to refer in the last instance any dispute of national dimension arising from or related to the application of the HFF's statutes or regulations only to an independent and impartial court of arbitration, which shall settle the dispute to the exclusion of any ordinary court, unless expressly prohibited by the Hellenic law;
- m)** to ensure that its leagues, clubs, players, officials, match and player's agents – through their statutes, license, registration or any other written document - acknowledge and accept the two above-mentioned obligations, as well as to agree to be bound by the Statutes, regulations– directives and decisions of FIFA, UEFA and H.F.F.

- B.** The H.F.F. accepts that any violation of the aforementioned obligations may lead to sanctions provided for in the abovementioned Statutes of FIFA and UEFA.
- C. a)** Towards the execution of the provisions under A and B of the present clause, the H.F.F. recognises and collaborates in the field of football, only those bodies that accept the Statutes, Regulations, directives and decisions passed by FIFA, UEFA and the H.F.F.
- b)** Any coach's, referees' and amateur players' association or league, that wishes to be recognised by the H.F.F. or its member-associations, must include in its statutes the aforementioned acceptance clause and submit it to the H.F.F.

Art. 3: Flag – Emblem – Logo – Abbreviation

- 1.** The flag of the Hellenic Football Federation (H.F.F.) has a round form in shades of blue at the perimeter of which are imprinted the words HELLENIC FOOTBALL FEDERATION with a football designed in it wherein is depicted the geographical map of Greece, superimposed on a white background.
- 2.** The aforesaid in smaller scale comprise the emblem, logo and stamp of the H.F.F. The flag, the emblem and the logo of the H.F.F. are duly registered with the relevant national and international bodies for the protection of intellectual property.
- 3.** The abbreviation of the HELLENIC FOOTBALL FEDERATION (EPO) is E.P.O.
- 4.** The 4th of July of each year is a holiday, designated as "football day" in commemoration of the first European Cup won by the National Men's Football Team on July 4, 2004.

Art. 4: Official Language

1. The official language of the Hellenic Football Federation (EPO) is the Greek language. The official documents and texts shall be written in this language.
2. The official language of the General Assembly is the Greek language.
3. In case of discrepancies in documents translated into any other language, the Greek text shall prevail.

II. Members**Art. 5: Member Categories**

The members of the H.F.F. recognised by the General Assembly are: **a)** Amateur Regional Club Associations (ARCA) and **b)** Professional Club Associations (PCA).

Art. 6: Conditions for obtaining Membership

1. In each Prefecture of the Country exists solely one Regional Football Club Association (EPS). Each application for a new member must be supported by the following:
 - a)** a statement that the central offices are within the territory (Prefecture) to which the Hellenic Football Federation (H.F.F.) is the supreme authority.
 - b)** a statement that all official home games shall be held within its territory (Prefecture) to which the Hellenic Football Federation (H.F.F.) is the supreme authority.
2. In the event of establishment or abolishment of Prefectures, the members shall remain as they are and the General Assembly shall decide over any relevant issue.

Art. 7: Procedures for obtaining Membership

1. Each application for a new member – association is submitted with the Secretariat General of the Hellenic Football Federation (EPO).
2. The application must be supported by the following:
 - a) a copy of the statutes;
 - b) statutory meeting of the Board of Directors;
 - c) statement of stipulation and commitment to the FIFA, UEFA and H.F.F. statutes, regulations, decisions, and any amendments thereof;
 - d) statement that its shall secure the acceptance of those foreseen under par. c of the present, by any other natural person or legal entity, with which it has relations pertaining football;
 - e) statement of acceptance for the resolution of disputes by arbitration and acknowledgement of the exclusive authority of the competent sports organs (jurisdictional – disciplinary) as concerns all decisions regarding it or any of its members;
 - f) a copy of the General Assembly minutes.

Art. 8: Decision on admission

1. The General Assembly of the Hellenic Football Federation (EPO) has the exclusive right to the admission of a new member.
2. Provided that the provisions of article 6 and 7 of this present are met and observed, the admittance of a new member can not be rejected.

Art. 9: Legal status of Members

The members of the Hellenic Football Federation (H.F.F.) are: **a)** The Amateur Regional Club Associations are non-profitable private legal entities, pursuant to the Civil Code, and **b)** The Professional Club Associations are either non-profitable private legal entities, pursuant to the Civil Code, or the partnerships foreseen by Law 1667/1986.

Art. 10: Club associations

1. Associations comprise amateur and professional clubs that participate in the respective competitions.
2. The amateur and professional club associations may be established only upon the express consent of the H.F.F. and become members thereof. The Hellenic Football Federation (H.F.F.) approves their statutes, regulations and announcements of their competitions, as well as any amendments thereto.
3. The Hellenic Football Federation (EPO) grants all rights and respectively binds with all obligations its members, so that they may fulfill their statutory scope. The principal scope of the H.F.F. member associations is the staging of the competitions that belong to the sphere of their competence following every time the relevant appointment with relation thereto by the H.F.F., as well as any other competence assigned with these Statutes or the regulations of the H.F.F. to each of its members.
4. The Hellenic Football Federation (H.F.F.) and the Associations respectively, shall take any and all measures as to ensure that their affiliated clubs can take all decisions on any matter regarding their membership thereto, independently and without the intervention of any external body. In any case and regardless of the legal form of the club, neither a natural nor a legal person may exercise control over more than one club.

Art. 11: Member Rights

The members have:

- a) the right to be notified on the agenda of the General Assembly, to be invited at the specific place and time and to participate in the Meeting and to exercise the right to vote;

- b)** the right to be informed on the Hellenic Football Federation (H.F.F.) matters through the competent organs;
- c)** the right to stage competitions following the assignment of the Hellenic Football Federation (H.F.F.) and under its auspices;
- d)** the right to issue regulations with regards solely their administrative functions and organisation;
- e)** the right to propose an amendment to the Statutes or regulations, as well as the right to propose the taking of any other resolution. The suggestions for amendment of the Statutes or the regulations are despatched to the other associations and the H.F.F. by April of each year. Suggestions regarding any other decisions, are despatched to the other associations and the Hellenic Football Federation (H.F.F.), at least fifteen (15) days prior to the General Assembly;
- f)** any other right granted them pursuant to the present Statutes or pursuant to regulations, directives and decisions of the Hellenic Football Federation (H.F.F.).

Art. 12: Obligations of Members

Every member of the Hellenic Football Federation (EPO) has:

- a)** the obligation to be loyal to the Hellenic Football Federation (H.F.F.), meaning, in particular, that the member must abstain from any actions contrary to the interests of the Hellenic Football Federation (H.F.F.);
- b)** the obligation to settle all sums due by way of subscriptions, etc., concerning its financial obligations;
- c)** the obligation to notify to the Hellenic Football Federation (H.F.F.) any and all amendments to its statutes and regulations;
- d)** the obligation to agree to be bound by the statutes, regulations, directives and decisions of FIFA, UEFA and the Hellenic Football Federation (H.F.F.);
- e)** the obligation to ensure that these are respected by its members and by any other person (players, officials, etc.) with whom it has any form of relation;

- f)** the obligation to observe the Laws of the Game of the International Football Association Board (IFAB) and to ensure that these are likewise observed by its members;
- g)** the obligation to have an approved statutory provision which determines that any recourses requiring the involvement of arbitration and concern it (the member) or one of its members, relating to the statutes, regulations, guidelines and decisions of the FIFA, UEFA and the Hellenic Football Federation (H.F.F.), shall be subject to the sole and exclusive authority of the courts for sports (jurisdictional – disciplinary) which shall rule finally on the recourses;
- h)** the obligation to comply with the FIFA Regulations for the Status and Transfer of Players and the respective Hellenic regulations approved by FIFA;
- i)** the obligation of its General Assembly to elect the members of its Board of Directors and, where required, its disciplinary organs;
- j)** the obligation to not have any sports relations of any nature whatsoever with football persons or entities that are not recognised, or members which have been suspended or excluded;
- k)** the obligation to observe the conditions specified in article 6 and 7 concerning the duration of its affiliation and recognition;
- l)** the obligation to observe the principles of loyalty, integrity and sportsmanship as an expression of fair play;
- m)** all other obligations arising out of the present Statutes or out of the regulations, directives and decisions of the Hellenic Football Federation (H.F.F.).

Art. 13: Suspension

- 1.** A serious violation of the statutes, regulations, guidelines and decisions of the Hellenic Football Federation (H.F.F.) may result, following a decision of the General Assembly, to the suspension of the status of membership with the Hellenic Football Federation (H.F.F.), up to two (2) years.

2. This decision is taken by the General Assembly in the presence of at least half of its members and a majority of 3/4 of votes validly cast.
3. For the duration of the suspension, member loses the rights and obligations connected with the membership.

Art. 14: Loss of Membership

1. Member status is terminated by the resignation of the member, its expulsion or dissolution.
2. Loss of member status does not relieve the member from any possible financial obligations it may have towards the Hellenic Football Federation (H.F.F.) or other member – associations.

Art. 15: Resignation of Member

A member may submit its resignation and its results shall become effective past the end of the season. The resignation is filed in writing, following a decision of the General Assembly of the members of the resigning member, pursuant to its statutes and submitted at least six (6) months earlier.

Art. 16: Expulsion of Member

1. The General Assembly may expel a Member Association that does not organise its competitions fully and without any decisions of the H.F.F.

The clubs that are members of the aforementioned Association and which are recognised by the Hellenic Football Federation (H.F.F.) may join a neighbouring association within sixty (60) days past the decision on the expulsion, otherwise they are eliminated.

2. The decision on the issue of joining one other association or the elimination of the aforementioned clubs, is taken by the General

Assembly within fifteen (15) days past the expiration of the aforementioned 60 days deadline.

Art. 17: Dissolution

1. The dissolution of a legal entity of a Member Association, be it voluntary or imposed by the law, brings about at all cases the loss of Member status.
2. If an Association has as its members less than ten (10) clubs that participate in its championship games, then it is compulsorily dissolved.

Art. 18: Special cases

The functions of the Regional Football Club Associations (EPS) and the Professional Leagues, their competencies, their committees, the qualifications – suitability of the members of the Board of Directors are at least similar and respective to the ones included in the provisions of the present Statutes.

III. ORGANISATION – FUNCTION

Art. 19: Bodies

1. **a)** The bodies of the Hellenic Football Federation (H.F.F.) and its Member Associations are either elected or appointed. The present Statutes and the statutes of each member, provide for the process that guarantees the full independence of their election or appointment by the Hellenic Football Federation (H.F.F.) or the Member Association respectively.
- b)** The Hellenic Football Federation (H.F.F.) accepts that any bodies that have not been elected or appointed in compliance with the provisions of case a, even on an interim basis, shall not be recognised by FIFA and UEFA.

- c)** The decisions of the bodies that have not been elected or appointed in compliance with the provisions of case a, even on an interim basis, shall not be recognised by FIFA and UEFA.
 - d)** The bodies of the Member Associations of the Hellenic Football Federation (H.F.F.) that have not been elected or appointed in compliance with the provisions of case a, even on an interim basis, shall not be recognised by the Hellenic Football Federation (H.F.F.).
 - e)** The decisions of the bodies of the Member Associations of the Hellenic Football Federation (H.F.F.) that have not been elected or appointed in compliance with the provisions of case a, even on an interim basis, shall not be recognised by the Hellenic Football Federation (H.F.F.).
- 2.** The following have the status of organs of Hellenic Football Federation (H.F.F.):
- a)** The General Assembly;
 - b)** The Board of Directors
 - c)** The Auditing Committee;
 - d)** The Jurisdictional – Disciplinary Organs, as described in detail in article 39 and 41 hereof.

The aforementioned organs and the members thereof are independent to each other. A member of an organ can not take part in the deliberation of any matter or decision involving himself and/or the club with which it is associated or in any case which a conflict of interest exists or a risk of such a conflict exists.

- 3.** On the contrary, standing committees mentioned in particular in article 42 do not have the capacity of Hellenic Football Federation (H.F.F.) organs, but their character is consulting – functional.

The Board of Directors may establish special committees. These committees operate under special internal regulations, approved by the Board of Directors of the H.F.F., and their suggestions are also subject to approval by the Board of Directors.

- 4.** The term of office for the members of the aforementioned organs and committees shall follow the term of office for the members of the Board of Directors, save special arrangements of the present statutes stipulating otherwise. Departing members shall continue to exercise their duties up to the point of the establishment of the new body.
- 5.** The Board of Directors of the Hellenic Football Federation (H.F.F.) may relieve of its duties any one member of an organ or committee that has been appointed by force of a resolution of the Board of Directors, even prior to the end of its term of office, in the case of a grave cause or unjustifiable absence of the member from three (3) consecutive meetings.
- 6.** A member of the Board of Directors of the Hellenic Football Federation (H.F.F.) is assigned as Chairman of committees, unless otherwise stated in the present statutes.
- 7.** No one person may participate as member to more than one organs or committees, bar members of the Board of Directors. The participation of members of the Board of Directors shall always be unpaid.
- 8.** The members of all organs of the present article must:
 - a)** be Greek citizens;
 - b)** enjoy in full their civil and political rights;
 - c)** have the qualifications, knowledge and experience in the subject of the competence of the organ or committee;
 - d)** not be related with or dependant on competing amateur or professional Clubs, as concerns jurisdictional – disciplinary organs;
 - e)** not be included in the impediments and limitations of Annex A of the present Statutes Implementation Regulations. More specifically, members of the Board of Directors of the Hellenic Football Federation (H.F.F.) and its Member Associations

sentenced by an irrevocable judicial ruling on offences stated in the aforementioned article of the Statutes, shall automatically be forfeited from their capacity and replaced pursuant to the provisions hereof and the statutes of the respective association. In the event of indictment against the aforementioned persons by virtue of an irrevocable judicial order, the Board of Directors is obligated to decide on the matter of their suspension or non participation.

9. Active referees, coaches, players, Hellenic Football Federation (H.F.F.) employees and its contractors may not be members to organs and committees, unless otherwise stated in the present statutes.
10. The organs and committees meet legally if members present are more than members absent, and their decisions are taken by absolute majority of those present, unless otherwise provided for herein. The qualifications, competencies and functions of organs and committees are laid down by special internal regulations approved by the Board of Directors of the Hellenic Football Federation (H.F.F.).

A. GENERAL ASSEMBLY

Art. 20: Assignment and Composition

1. The General Assembly comprises the total of the Hellenic Football Federation (H.F.F.) members. The General Assembly is the supreme organ of the Hellenic Football Federation (H.F.F.). Only a legally summoned meeting has the right to take decisions.
2. In the General Assembly participate the members of the Board of Directors and the Auditing Committee with the right to address but not to vote.
3. The Board of Directors decides on the participation of third parties (natural persons or legal entities). The third parties do not have the

right to vote, but may express their opinion on special issues, following a decision of the Board of Directors.

Art. 21: Assignment of Representatives

1. Each one Association is represented in the General Assembly by its representative.
2. The ordinary representative is the president of the board and his substitute is appointed by decision of the board. In the event of impediment of the president, the president appoints the ordinary representative. In any case, those appointed as representatives must definitely be members of the board.
3. The representatives are certified by means of submission of a special plenipotentiary document of the Member – Association being represented, to the Hellenic Football Federation (EPO), at least three days earlier, date of dispatch not included.
4. A member of the Board of Directors and the Auditing Committee of the Hellenic Football Federation (H.F.F.) may not be representative for a Member – Association during the General Assembly, bar the 1st Vice-President of the Board of Directors of the Hellenic Football Federation (H.F.F.) and the President of the Board of Directors of the Professional Club Association of the A' National Division.

Art. 22: Number and origin of Representatives

1. Each one Association is represented in the General Assembly by one ordinary and one substitute representative.
2. Each one Association has the right of one vote at the General Assembly.

Art. 23: Competencies of the General Assembly

The General Assembly has the following competencies:

- a)** to approve and amend the statutes;
- b)** to ratify the amendments to regulations that were approved by the Board;
- c)** to approve the budget and financial statements;
- d)** to approve the administrative reports of the Board of Directors;
- e)** to elect the members of the Board of Directors every four years;
- f)** to elect the members of the Auditing Committee;
- g)** to decide on the acceptance – suspension etc., of a new member;
- h)** to decide on the acceptance of the resignation of a member;
- h)** to appoint independent and external auditors;
- i)** to review of the accounts of the federation;
- j)** to decide on the subscription fees payable by the members;
- k)** to discussion motions or matters introduced by the members;
- m)** to dissolve the Hellenic Football Federation (H.F.F.).

Art. 24: Ordinary General Assembly

- 1.** The ordinary General Assembly is held in June of each year. The invitation to the Meeting is despatched at least thirty (30) days prior to the meeting at hand and states specifically the issues to be discussed along with the place and the time.
- 2.** The agenda to be discussed are determined by the Board of Directors. The administration actions, the budget and the financial statements, as well as any other relevant documents (amendments to the statutes – regulations) are dispatched to members at least seven (7) days prior to the meeting.

Art. 25: Agenda of the Ordinary General Assembly

1. The agenda of the General Assembly shall include at least the following matters:
 - a) ratification of any authorised representatives and control of quorum of members present;
 - b) administration report;
 - c) approval of the administration report;
 - d) financial statements;
 - e) auditing committee report;
 - f) approval of the financial statements;
 - g) approval of the budget for the following year;
 - h) resolution on suggestions for amendments to the statutes and regulations, and
 - i) other matters.
2. Negative votes on the approval of the financial statement and the budget must be justified and determine the accounting codes to which they refer to.
3. Resolutions on the acceptance of new members are discussed last in the agenda, as opposed to resolutions on the suspension or expulsion of a member, which are discussed at the top of the agenda in the General Assembly.
4. The matters of the agenda may be erased or have their priority number modified, by force of decision taken by the majority of the 2/3 of validly cast votes.

Art. 26: Extraordinary General Assembly

1. The Board of Directors of the Hellenic Football Federation (H.F.F.) may convene an Extraordinary General Assembly if it deems such as necessary.

2. The Extraordinary General Assembly is convened compulsorily if 2/5 of the members submit a duly justified written request. The Board of Directors convenes the General Assembly past the submission of the request the latest within thirty (30) days.
3. The notification of the meeting must be dispatched at least twenty (20) days prior to the meeting.
4. Any relevant documents must be dispatched to members at least fifteen (15) days prior to the meeting.
5. In the event that the General Assembly is convened following an initiative of the Board of Directors, it shall be the one to determine the agenda, too. In the event that it is convened following a request of the members, the agenda shall include the matters set forth by such members.
6. The agenda of the Extraordinary General Assembly may not be modified on account of any one reason whatsoever.

Art. 27: Quorum

1. The General Assembly shall only make valid decisions when the absolute majority (50% + 1) of the members with the right to vote are present and represented, without prejudice to the special adjustments foreseen in the present statutes.
2. If there is no quorum, the General Assembly shall be repeated within 24 hours past the first one, having the same agenda. The second General Assembly does not require a quorum, unless the matters on the agenda concern cases on account of which is foreseen a special quorum.

Art. 28: Works of the Ordinary General Assembly

1. The General Assembly is presided always by the President of the Board of Directors.
2. The meeting assigns three (3) secretaries who are responsible for keeping and ratifying the minutes, together with the President.

Art. 29: Resolutions

1. The General Assembly shall not take any resolution on any subject that is not included in the agenda.
2. Members exercise their right to vote through their legal representatives. Each representative has the right to one vote and may not represent more than one members. If the representative is absent, then the substitute representative votes in its stead.
3. Resolutions are taken by absolute majority (50% + 1) of votes validly cast, unless if by the provisions of the present statutes is foreseen a special majority or quorum.
4. Spoiled voting slips, for any reason whatsoever, blank voting slips, or any other forms of abstention shall not be included in the count of validly cast votes.
5. The resolutions are taken by calling the name of each one member and expression of the vote, unless a secret voting it is decided by 2/3 of the members. Elections shall always be carried out as secret ballots.
6. Voting of members not present or by letter is not allowed. The resolutions taken by the assembly are effective as of the next date past their approval, unless if the assembly sets out a different date, or unless if there are other legal procedures to be followed.

7.
 - a) on the amendment of the statutes is required the presence of half of the members and a majority of 3/4 of present votes validly cast in favour.
 - b) on the suspension of organs is required the presence of half of the members and a majority of 3/4 of present votes validly cast in favour.
 - c) on the expulsion – suspension of a member of the General Assembly is required the presence of half of the members and a majority of 3/4 of present votes validly cast in favour.

B. BOARD OF DIRECTORS

Art. 30: Constitution of the Board of Directors

1. The Board of Directors of the Hellenic Football Federation (H.F.F.) comprises twenty one (21) members, from which:
 - a) The President of the Board of the Hellenic Football Federation (H.F.F.) is elected by secret ballot by the General Assembly of the Hellenic Football Federation (H.F.F.);
 - b) Fifteen (15) members are elected by secret ballot from the General Assembly of the Hellenic Football Federation (H.F.F.);
 - c) Three (3) members are elected from the Association of the A' National Division. In the above is added the President of the Board of Directors of the latter, as the 1st Vice-President of the Board of Directors of the Hellenic Football Federation (H.F.F.);
 - d) One (1) member is elected from the Association of the B' and C' National Divisions.
2.
 - a) As concerns the election of members of the Board of Directors of the Hellenic Football Federation (H.F.F.), each Member – Association, bar the Professional Football Club Associations, may appoint at least one (1) candidate as ordinary and at least one (1) candidate as substitute.

- b)** The President of the A' National Divisions Association is by default the 1st Vice-President of the Board of Directors of the Hellenic Football Federation (H.F.F.).
 - c)** Each Member – Association may freely suggest women as candidates elected under the same terms that apply to men.
- 3.** The assignment of candidates is made by Member – Associations in writing at least ten (10) days prior to the General Assembly convened for the election of the Administration. At the same time of the assignment is deposited with the Hellenic Football Federation (H.F.F.) a criminal record certificate of the candidate, together with its solemn statement that it is not included in the impediments and limitations set out by Annex A of the Statutes Implementation Regulations.
- 4.** The Board of the Hellenic Football Federation (H.F.F.) pronounces the candidates to be elected at least five (5) days prior to the General Assembly and drafts the election ballot as follows:
 - A.** One (1) ballot containing the names and surnames of the presidential candidates for the Board of Directors, in alphabetical order;
 - B.** One (1) ballot containing in a separate section:
 - a)** The names and surnames in alphabetical order of those suggested as ordinary members of the Board of Directors;
 - b)** The names and surnames in alphabetical order of those suggested as substitute members;
 - c)** The names and surnames in alphabetical order of the candidates for ordinary members of the Auditing Committee, and
 - d)** The names and surnames in alphabetical order of the candidates for substitute members of the Auditing Committee.

The election of members is held in secret ballot by a three-member Electoral Board. The Chairman of the Electoral Board is a Judiciary appointed by the Superior of the competent Court of First Instance of the area where the elections are held, following an application of the Hellenic Football Federation (H.F.F.). The other two members are

elected by voting from the members of the General Assembly. If a judiciary is not appointed as chairman, the General Assembly elects all three members.

5. The following apply during the voting:

- A.** On the ballot for the election of the president, the candidate is marked by a cross.
- B.** On the ballot of the election of the members of the Board (ordinary – substitutes) and the members of the Auditing Committee (ordinary – substitutes) candidates are marked by a cross, as follows:
 - a)** compulsorily fifteen (15) candidates from those suggested as ordinary members of the Board of Directors.
 - b)** up to fifteen (15) candidates from those suggested as substitute members of the Board of Directors.
 - c)** compulsorily three (3) candidates from those suggested as ordinary members of the Auditing Committee, and
 - d)** up to (2) candidates from those suggested as substitute members of the Auditing Committee.

A ballot that bears a number bigger or smaller than the number of crosses for fifteen (15) ordinary members of the Board of Directors and three (3) for the members of the Auditing Committee (case a and c) shall be deemed void.

Similarly, a ballot that bears more than the crosses stated in case b and d, shall also be deemed as void.

6. Past the sorting of the ballots, the electoral board pronounces:

- a)** the candidate that received 50+1 of the votes validly cast, and elected as President.

In the event that said majority is not achieved, the voting is repeated either on the same or on the next date, the candidates thereof being the first and the second candidates (if more than one) in terms of number of votes received.

b) the ordinary and substitute candidates elected as members to the Board and the Auditing Committee who achieved 50+1 of the votes validly cast.

In the event that said majority is not achieved, the voting is repeated either on the same or on the next date, the candidates thereof being the those not achieving said majority.

c) in the repeated voting held either for the election of the President, or the members to the Board and the Auditing Committee, or the substitute members to the Board and the Auditing Committee, those receiving the relevant majority are elected.

d) In the event of a tied vote, the Electoral Board shall hold a drawing of lots, in the presence of the Chairman of the General Assembly.

e) Candidates suggested as substitute members are not elected as ordinary members.

7. A member of the Board of Directors may not be at the same time a member of a jurisdictional organ of the Hellenic Football Federation (H.F.F.).

8. The members of the Board of Directors originating from Professional Club Associations, are elected pursuant to the provisions of their respective statutes. The impediments and limitations applied are respective and proportional to those for the candidates for the Board of Directors of the Hellenic Football Federation (H.F.F.).

Art. 31: Term of Office

1. The term of office for the Board of Directors of the Hellenic Football Federation (H.F.F.) is four years.

2. The elections for the Board of Directors and the Auditing Committee of the Hellenic Football Federation (H.F.F.) are held in the year that Summer Olympic Games are held, in an Extraordinary General Assembly convened solely on this subject, in the month of October

and not affected by possible want of any number for the departing members of the Board of Directors, provided that this want is noted down past the announcement of the elections. In this case, and for the purpose of completing the elections procedures, the Board of Directors is deemed as legally constituted and functioning with members left, provided that these are at least three, and the duties of the President are exercised by the senior of members and in the event of equal seniority, the eldest.

Art. 32: Constitution of the Board of Directors and Executive Secretariat

1. The President – or in the event of an impediment – the 1st Vice-President – or in the event of an impediment or his refusal – the most senior among those elected, convenes the new Board of Directors and by means of secret ballot among its members, is constituted in the form of an Organ, electing among its members – bar members from the Professional Club Associations – the Vice-President, the 2nd Vice-President, the 3rd Vice-President, the Treasurer and the Assistant Treasurer. In the same meeting are also elected the Chairmen of the Committees.
2. The Hellenic Football Federation (H.F.F.) establishes a nine-member Executive Secretariat comprising the President, Vice-President, 1st, 2nd and 3rd Vice-Presidents, Treasurer and the members of the Board of Directors set out as Chairmen of the Technical Committee and the International Relations Committee of the Hellenic Football Federation (H.F.F.) respectively and one (1) member appointed by the President of the H.F.F. If in the person of a member of the Board of Directors coincide the aforementioned capacities with that of being the Chairman of the Technical Committee or the International Relations Committee, then the eighth and ninth member of the Executive Secretariat are appointed by a decision of the Board of Directors.

The Executive Secretariat of the Hellenic Football Federation (H.F.F.) meets in extraordinary meetings on the basis of the agenda, keeping complete and full minutes thereof. It decides irrevocably only on extremely urgent and current issues and informs the Board of Directors thereupon, on its first subsequent meeting, which ratifies said decisions. On matters concerning the ordinary administration, any possible initiatives and decisions of the Executive Secretariat, shall be filed for approval in the first subsequent meeting of the Board of Directors. The Executive Secretariat is in quorum if at least five (5) of its aforementioned members are present and its decisions are taken by the absolute majority of those present.

3. A motion of censure against a member or members of the Board of Directors, or the Executive Secretariat, is accepted by the General Assembly of the Hellenic Football Federation (H.F.F.) if it is voted by 2/3 of its Member – Associations. The motion of censure submitted must be justified and undersigned by at least ten (10) Member – Associations of the Hellenic Football Federation (H.F.F.).

A member or members of the Board of Directors and the Executive Secretariat of the Hellenic Football Federation (H.F.F.) that have fallen from their office as a result of a motion of censure, do not have the right to be candidates in the two immediately subsequent elections held.

Art. 33: Meetings of the Board of Directors

1. The President convenes the Board of Directors once (1) per month, or at such times as he deems it necessary.
2. Following a request in writing by 1/3 of the members of the Board of Directors, President is obliged to convene the Board of Directors including in the agenda the matter stated in their request.
3. The members of the Board of Directors may submit items for discussion in the agenda of the Board of Directors, by timely notifying

them to the Executive Secretary. The agenda of the Board of Directors is notified to members at least two days earlier.

4. The Executive Secretary reports, case accordingly, the matters of the agenda, announces the correspondence and is the person responsible for drafting the minutes.
5. The meetings of the Board of Directors are not public. The Board of Directors may decide for third parties to follow the meetings, or it may decide for third parties to submit facts or opinions before the Board of Directors.

Art. 34: Competencies of the Board of Directors

1. The Board of Directors has authority in the following areas, indicatively:
 - a) to administer the affairs of the Hellenic Football Federation (H.F.F.);
 - b) to represent and commit the Hellenic Football Federation (H.F.F.) in respect of third parties;
 - c) to elect and appoint other officials of the Board of Directors;
 - d) to employ coaches for the national representative teams and other technical personnel of such, as well as their dismissal;
 - e) to apply maximum supervision in all of the areas of activity of the Hellenic Football Federation (H.F.F.);
 - f) to prepare and convene the ordinary and extraordinary General Assemblies;
 - g) to draft the budget and the accounts;
 - h) to draft the financial and administration reports, as well as the statements thereof;
 - i) to appoint and, where foreseen, dismiss members of the committees;
 - j) to prepare the regulations to be adopted or amended by the General Assembly, to issue or modify regulations that do not

belong to the authority of the General Assembly, and to issue or modify directives for the committees;

- k)** to enact, organise and eliminate official competitions at national level;
 - l)** to maintain relations with the international and national sporting bodies, and also to exercise the right to propose representatives of the Hellenic Football Federation (H.F.F.) for election to such;
 - m)** to propose to the General Assembly any person suitable to be awarded the title of honorary president or member of the Hellenic Football Federation (H.F.F.);
 - n.** to provide information to the members of the Hellenic Football Federation (H.F.F.) and the public;
 - o)** to approve the statutes, regulations and invitations of Member – Associations of the Hellenic Football Federation (H.F.F.) – both Amateur and Professional – as well as any amendments thereof;
 - p)** to employ or dismiss the Hellenic Football Federation (H.F.F.) personnel following a suggestion by the Executive Secretary.
- 2.** Furthermore, the Board of Directors exercises those areas of authority that are not expressly assigned to some other organ.
 - 3.** At its own discretion, the Board of Directors may delegate tasks arising out of its area of authority and call on the services of advisers or grant mandates to third parties.

Art. 35: Decisions of the Board of Directors

- 1.** The Board of Directors is meeting legally if the members present are more than those absent.
- 2.** It takes decisions by a simple majority of votes validly cast from the members present. In the event of a tied vote, the President has the casting vote. Absent members may not vote. The voting is never secret, unless otherwise decided by the Board of Directors.

3. As concerns cases on personal matters, voting is always secret and parties involved in them do not participate.
4. Except in the case above, each member must express his opinion.
5. The decisions taken are taken down in the minutes which are validated in the coming meetings, undersigned by those present in the respective Board of Directors and notified to Member – Associations in reasonable time.
6. The decisions taken by the Board of Directors are forced immediately, unless otherwise decided.

Art. 36: President – Deputy President

1. The duties of the President are as follows:
 - a) to represent the Hellenic Football Federation (H.F.F.) in all circumstances;
 - b) to convene the meetings of the Board of Directors;
 - c) to chair the General Assembly, as well as the meetings of the Board of Directors;
 - d) to ensure implementation of the resolutions of the General Assembly and of the decisions of the Board of Directors;
 - e) to ensure the regular and effective function of the organs of the Hellenic Football Federation (H.F.F.) and pursue the achievement of the objectives specified in the present statutes.
2. The President who is absent or impeded, is substituted by the person elected by the Board of Directors as the Deputy President. The President may by his decision appoint his competencies and his duties to the Deputy President.
3. The President or Deputy President who is absent or impeded, is substituted by the 1st Vice-President, the 1st Vice-President is substituted by the 2nd Vice-President and he is substituted by the 3rd

Vice-president, who is substituted by the eldest among the members present.

Art. 37:

A. Treasurer

The Treasurer sees to the collections and payments, undersigning notes receivable and undersigns together with the President payment orders.

He undersigns with the President cheques for the withdrawal of monies deposited with Banks, suggests to the Board of Directors each and all financial measures that in his judgment are necessary for the benefit of the Federation and is the person competent for securing the collection of funds of the Hellenic Football Federation (H.F.F.).

He keeps the management books, suggests to the Board of Directors the budget and submits to it the balance sheet for each year. Furthermore, he is obliged to deposit in the name of the Hellenic Football Federation (H.F.F.) in one of those Banks recognized at its seat, cash or commercial papers to its property when the amount exceeds 3.000 Euro, and is the person responsible for the moneys entrusted to him.

The Treasurer who is impeded or absent is substituted by the Assistant Treasurer and he is substituted by a member of the Board of Directors assigned by the latter.

B. Executive Secretary

1. By decision of the Board of Directors of the Hellenic Football Federation (H.F.F.) and following a proposal by the President of the Board of Directors, is employed by choice a person of recognised authority with special administrative experience and knowledge of sport and more specifically, of football, distinguished in the professional or business field, holder of a degree or diploma of a Higher Education Institution either domestic or international that is legally recognised and fluent at least in English.

2. The Executive Secretary will participate in the meetings of the Board of Directors without right to vote and shall have the competencies appointed by it, among which indicatively, the following: Supervise and administer the services and the personnel of the Hellenic Football Federation (H.F.F.), see to the smooth and proper function thereof, see the execution of the decisions taken by the Board of Directors, maintain its books and records, care for the whole of the correspondence, etc.

By decision of the President and following the approval of the Board of Directors, more competencies may be assigned to the Executive Secretary.

3. The contract for the Executive Secretary shall be a fixed term contract and may be terminated either at the end of the term of office of the Board of Directors, or by his resignation, or by rescission on grave grounds.

The compensation of the Executive Secretary of any form whatsoever, as well as any allowances to him are set out by the Board of Directors.

C. AUDITING ORGANS

Art. 38: Auditing Committee – Independent Auditors

The auditing organs of the Hellenic Football Federation (H.F.F.) are the following:

a) The Auditing Committee

The Auditing Committee comprises three members. During the fiscal year, it monitors the collections, payments and the financial management, audits the balance sheets submitted, drafts and submits to the Board of Directors and the General Assembly its relevant reports and statements.

Its term of office is equal to the one of the Board of Directors, it is elected together with it and undertakes its duties within eight days past its election.

This Committee is obliged to draft a statement at least ten days prior to the General Assembly and its duty is to deliver it to the President of the Board of Directors, so that he may attach it compulsorily to his account to the general Meeting.

b) Independent Auditors

It is an independent auditing organ (natural person or legal entity) that is appointed by decision of the General Assembly following the proposal of the Board of Directors.

The General Assembly is advised of the annual report of the auditing organ.

- c)** The competent governmental auditing authorities solely for the amounts granted by them to the Hellenic Football Federation (H.F.F.).

D. JURISDICTIONAL – DISCIPLINARY ORGANS

Art. 39: Categories

- a)** Player Status and Transfers Committee
- b)** Central Referees Committee (CRC, KED)
- c)** First Instance Licensing Body
- d)** Licensing Appeals Committee
- e)** Disciplinary Committee
- f)** Appeals Committee
- g)** Court of Arbitration.

Art. 40: Disciplinary measures

- A.** In the event of unsporting behaviour, non compliance or breach of the statutes, regulations, directives and decisions of the Hellenic Football Federation (H.F.F.), UEFA and FIFA, the jurisdictional disciplinary organs of the Hellenic Football Federation (H.F.F.) or

those of its member associations only, may impose the following disciplinary measures solely on the basis of the provisions contained in its statutes and regulations. The following measures may be imposed also cumulatively and are described in further detail in the disciplinary code of the Hellenic Football Federation (H.F.F.). Any penalties imposed by bodies that are not included in the present Statutes or penalties that are not foreseen in the present Statutes and the disciplinary code of the Hellenic Football Federation (H.F.F.), do not apply and are not recognised by the Hellenic Football Federation (H.F.F.) and its members.

B. These penalties are imposed on the basis of special regulations voted by the General Assembly of the Hellenic Football Federation (H.F.F.). Any penalties that are imposed as football penalties by provisions not contained in the statutes and the regulations of the Hellenic Football Federation (H.F.F.), are not taken into consideration as regards football and the organs hereof. The jurisdictional organs hereof are not permitted to impose this type of penalties.

1. Natural and legal persons are punished by the following sanctions:
 - a) warning,
 - b) reprimand,
 - c) a fine;
 - d) return of trophies.

2. The following sanctions are applicable only to natural persons:
 - a) a caution;
 - b) expulsion;
 - c) match suspension;
 - d) ban from the dressing rooms or the technical area (substitutes' bench);
 - e) a ban from entering a stadium;
 - f) ban on taking part in any football related activity.

3. The following sanctions are applicable only to legal persons:

- a)** annulment of the result of a match,
- b)** defeat by forfeit;
- c)** deduction of points,
- d)** a ban on playing in a particular stadium;
- e)** playing a match on neutral stadium;
- f)** playing a match without spectators;
- g)** transfer ban;
- h)** exclusion from matches or competitions;
- i)** relegation to the next lower division;
- j)** revocation or non-issue of players' cards.

This penalty is imposed by the Board of Directors of the Hellenic Football Federation (H.F.F.) on the account of debts by clubs towards the Hellenic Football Federation (H.F.F.) or its Member Associations.

E. HELLENIC FOOTBALL FEDERATION (H.F.F.) ORGANS AND COMMITTEES

Art. 41: Composition – Competencies – Functions of the Hellenic Football Federation (EPO) Organs

A. PLAYERS STATUS AND TRANSFERS COMMITTEE

1. The Committee is competent to decide at first instance on:

- a)** The characterisation of players as Amateurs or Professionals on the basis of the relevant Regulations;
- b)** The control of completeness of the supporting documents and their compliance with the law, prior to issuing any Player's card.
- c)** Keeping the relevant register and index of Amateur and Non-Amateur Players;
- d)** Any issue that concerns the registration or transfer of a player;
- e)** Determining the characterisation of players with various competitions.
- f)** To construct the provisions of the Statutes or the Regulations, concerning the registration or transfer of players;

2. The Committee comprises five members. Its President and the majority of its members must be jurists. The decisions of the committee may be contested by an appeal before the Court of Arbitration.

B. CENTRAL REFEREES COMMITTEE (CRC, KED)

1. The subject of the Central Referees Committee is:
 - a) To support the supervising task of the Hellenic Football Federation (H.F.F.) in strategic planning, monitoring and evaluating its policy and its results on issues of improvements to the efficiency of refereeing, as a key factor of the smooth conduct of the competition matches;
 - b) To suggest to the Board of Directors of the Hellenic Football Federation (H.F.F.) on the requirements of organising refereeing;
 - c) To suggest or opinion possible amendments to the Football Refereeing Regulations;
 - d) To monitor, select, evaluate, assignment and disciplinary control of referees and referee observers of National Football Competitions and the Greek Cup;
 - e) To monitor, supervise, control and coordinate the work of the other Refereeing Organs of Local and Regional Championships, as well as the suggestion to the Board of Directors with regards their reorganisation;
 - f) Any other issue that does not belong to the competence of one other organ and which is assigned to it by the Board of Directors of the Hellenic Football Federation (H.F.F.), or by the Regulations. The Central Referees Committee cooperates with various bodies on matters concerning the development and improvement of football refereeing.

- 2.** The Central Referees Committee comprises five (5) members and one (1) substitute and is established by force of decision of the Board of Directors of the Hellenic Football Federation (H.F.F.).

The Central Referees Committee is staffed by non-active referees of high esteem, appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.), their term of office is two years and they may be replaced only by it.

The Chairman of the Central Referees Committee participates in the meetings of the Board of Directors of the Hellenic Football Federation (H.F.F.) without right to vote.

- 3.** The decisions of the Central Referees Committee are final and immediately enforceable and may not be contested before any other organ, bar the cases expressly contested in the Referees Appeal Committee.

- 4.** For each Local Association operates one Local Refereeing organ, comprising non-active referees.

The regional refereeing organs are established either as single-member, or as three-member organs, pursuant with the referees regulation, and concentrate all competencies that concern refereeing in the championships of their jurisdiction.

In a manner proportional to the one for the selection of the Chairman and the members of the Central Referees Committee of the Hellenic Football Federation (H.F.F.), is also selected the member or the Chairman and the members of the Local Referees Committees, by the Board of Directors of the Regional Football Club Associations (EPS). The procedure and the implementation method are set out in the Referees Regulation of the Hellenic Football Federation (H.F.F.).

- 5.** As concerns the National Amateur Championship and Regional Championships, following a decision of the Board of Directors of the Hellenic Football Federation (H.F.F.) and pursuant with the relevant referees regulation, there may be established three-member

refereeing organs with competencies similar to those of the Central Referees Committee.

6. Matters concerning football refereeing are regulated by the referees regulation, which is voted by the General Assembly of the Hellenic Football Federation (H.F.F.). The regulation must guarantee the principles of transparency and equality and ensure the unbiased task of refereeing organs and referees in general.

C. FIRST INSTANCE LICENSING BODY

In the Hellenic Football Federation (H.F.F.) operates a five member organ competent to decide on the issue of the special license for Professional Football Clubs. Starting from the 2008 – 2009 season, the organ shall be a three-member organ, pursuant to the Club Licensing Regulation approved by UEFA.

D. LICENSING APPEALS COMMITTEE

In the Hellenic Football Federation (H.F.F.) operates the three-member Licensing Appeals Committee (LAC, EEA) which is competent to rule on the decisions of the First Instance Licensing Body that are contested, pursuant to the provisions of the relevant Regulation.

E. DISCIPLINARY COMMITTEE

1. The Disciplinary Committee is competent to:
 - a) Impose the penalties foreseen by the provisions of the Football Matches Regulations (FMR, KAP) on offences committed during the games of the Championships of the D' National Division, Greek Cup, Amateur and non Amateur Players, Representative Teams and Women's Competition, the Amateur Football Clubs Competition that established Professional Football Clubs, as well as the international and friendly matches.
 - b) To adjudicate violations concerning the promise, provisions or acceptance of fraudulent means and to impose penalties that are

related with holding the aforementioned matches and their results.

- c)** To adjudicate any other violation and to impose the relevant penalties assigned to the Committee by force of Regulations, or decisions of the Board of Directors of the Hellenic Football Federation (H.F.F.).
- 2.** The Executive Committee consists of three (3) members: The Chairman of the Committee and his substitute are active higher judiciaries. The other two members are holders of degrees from a university with special knowledge in football. In the event that an active judiciary is not able to participate, then a non-active higher judiciary is appointed. The members are appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.).
- 3.** Especially and solely for the matches in the A', B' and C' National Division Professional Football Competitions, bar the Cup matches, the A' National Division maintains a Disciplinary Committee, respective to the one described in the previous clause, the members of which are appointed by its association.
- 4.** The decisions of these Committees may be attacked in a recourse – appeal before the Appeals Committee of the Hellenic Football Federation (H.F.F.). The recourse does not stay the execution of the decision contested.
- 5.** The decisions of the First Instance Disciplinary Organs of clause 2 and 3, do not need a ratification by their respective Boards of Directors, and the final decisions may not be contested, suspended or annulled on account of any reason whatsoever by their respective Boards of Directors.

6. The aforesated First Instance Disciplinary Organs and the appellate organs of the Hellenic Football Federation (H.F.F.), are not competent to contest in any manner whatsoever the decisions of the Board of Directors of the Hellenic Football Federation (H.F.F.).
7. The first instance and the appellate disciplinary organs are not competent to exercise any disciplinary control on the members of the Board of Directors and the General Assembly of the Hellenic Football Federation (H.F.F.). This competence lies solely with the General Assembly of the Hellenic Football Federation (H.F.F.).

F. APPEALS COMMITTEE

1. The Appeals Committee is competent for the second and final adjudication of the decisions of:
 - a) The Disciplinary Committee of the Hellenic Football Federation (H.F.F.);
 - b) The Disciplinary Committee of the Professional Association;
 - c) The First Instance Committees of the Member – Associations of the Hellenic Football Federation (H.F.F.) past their validation by their Board of Directors;
 - d) The decisions of the Board of Directors of Member – Associations of the Hellenic Football Federation (H.F.F.) related to the implementation of the Regulations for staging football matches;
 - e) Any other matter assigned to it by force of decision of the Board of Directors of the Hellenic Football Federation (H.F.F.) or foreseen by the Regulations issued by the Hellenic Football Federation (H.F.F.).
2. The Appeals Committee consists of three (3) members: The Chairman of the Committee and his substitute are active higher judiciaries and the other two members are lawyers. In the event that an active judiciary is not able to participate, then a non-active supreme judiciary is appointed. The members are appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.).

3. The deadline for lodging an appeal against decisions of organs of the Hellenic Football Federation (H.F.F.) is five (5) days, for the organs of the Professional Football is two (2) days and for the decisions of the Regional Football Club Associations is eight (8) days.
4. The Appeals Committee is not competent to contest in any manner the decisions of the Board of Directors of the Hellenic Football Federation (H.F.F.).
5. By a special regulation approved by the Board of Directors of the Hellenic Football Federation (H.F.F.) are settled all matters pertaining the functions and competencies of the Disciplinary Committees (the Hellenic Football Federation (H.F.F.) and Professional Associations) and the Appeals Committee of the Hellenic Football Federation (H.F.F.).

The decisions of these committees are final and irrevocable, any other means of ordinary or extraordinary proceedings excluded (e.g. review).

These decisions are executed within fifteen (15) days.

6. The Board of Directors of the Hellenic Football Federation (H.F.F.) may, under extraordinary circumstances, such as for example serious damage to the sport of football, establish a special committee among its members, which shall adjudicate such cases at the first instance and impose the penalties foreseen by the sports provisions in force. At the second degree, the matter shall be subject of the plenum of the Board of Directors of the Hellenic Football Federation (H.F.F.).

G. COURT OF ARBITRATION

1. The Hellenic Football Federation (H.F.F.) maintains an independent supreme Court of Arbitration. This organ comprises three members, consisting of its President and his substitute who are supreme active judiciaries and two members appointed each by each party.

In the event that an active judiciary is not able to participate, then a non-active supreme judiciary is appointed.

- 2.** The organ functions in two sections, the Ordinary Arbitration Division and the Appeals Arbitration Division. In particular:
 - a)** The Ordinary Arbitration Division is competent to resolve any dispute arising from the implementation of the provisions of the Statutes and the Regulations of the Hellenic Football Federation (H.F.F.) at first and last instance. Its jurisdiction extends to disputes arising between Professional Football Clubs, Amateur and Professional Football Clubs, Professional Football Clubs and a Professional Association, Professional Football Clubs and the Hellenic Football Federation (H.F.F.), Professional Association and the Hellenic Football Federation (H.F.F.), Amateur Football Club and a Regional Football Club Association (EPS), Regional Football Club Association (EPS) and a Regional Football Club Association (EPS), Regional Football Club Association (EPS) and the Hellenic Football Federation (H.F.F.), player and agent, agent and Professional Football Club.
 - b)** The Appeals Arbitration Division is competent to resolve at second degree the disputes settled by the Dispute Resolution Committee between players or coaches and Professional Football Clubs and disputes that were decided at the first instance by the Players Status and Transfer Committee.
 - c)** The Board of Directors of the Hellenic Football Federation (H.F.F.) may by its decisions assign competencies to the divisions of the Court of Arbitration for the resolution of disputes.
- 3.** The jurisdiction of the Ordinary Arbitration Division may, provided there is a relevant stipulation, extend also to any dispute between the aforesaid natural persons and legal entities with any third party.
- 4.** The proceedings followed during the hearing of disputes, the qualifications of the members, the method for their selection and any

other matter concerning the functions of the Court of Arbitration, are stated in detail in the Statutes Implementation Regulations of the Hellenic Football Federation (H.F.F.).

- 5.** The First Instance Financial Dispute Resolution Committee (P.E.E.O.D.) is competent to resolve financial disputes between players or coaches with Professional Football Clubs. The Committee comprises five members, the Chairman of the Committee and his substitute being active higher judiciaries. In the event that an active judiciary is not able to participate, then a non-active judiciary is appointed. Two (2) members are appointed from the Board of Directors of the Pan-Hellenic Professional Players Association (PSAP) and two (2) from the Boards of Directors of the Professional Associations.
- 6.** The Board of Directors of the Hellenic Football Federation (H.F.F.) shall set out the required number of substitute members necessary for the smooth operation of all organs of the present Article.
- 7.** The ordinary arbitration division and the appeals arbitration division in their awards determine, provided that such is not foreseen by other relevant regulations, the period of time within which the unsuccessful party is obligated to execute the award, especially in cases concerning the payment of any type or form of fines or compensations. At the same time, the award shall provide the threatened sanction against the default party in the event that the set period of time passes idle. The threatened sanction may be, according to the judgment of the court, one or more of those stated under art. 40 of the present statutes.

Clause 42 Composition and Duties of Standing Committees

A. SECURITY AND VIOLENCE COMMITTEE

1. The Security Committee constitutes of one Chairman and four (4) members.
2. The Chairman of the Committee is appointed by the Board of Directors among its members. The other members are appointed by the Board of Directors.
3. The Chairman represents the Committee, sets the dates for the meetings in coordination with the Executive Secretary of the Board of Directors and ensures that all works are executed and reports to the Board of Directors.
4. The Committee is competent to:
 - a) examine and deal with issues related to security and safety in sports facilities and the immediate vicinity, provided they are used for football purposes;
 - b) make suggestions to the Board of Directors on the above matters;
 - c) research all steps that may improve security during football matches;
 - d) draw up directives or instructions related to the security of football matches;
 - e) research and take any and all measures relevant to the prevention of violence in football matches.

B. LEGAL AFFAIRS COMMITTEE

1. The Legal Affairs Committee constitutes of (1) Chairman and six (6) members.
2. The Chairman is appointed by the Board of Directors among its members. The other members are appointed by the Board of

Directors and they must compulsorily include two (2) attorneys from the Legal Service of the Hellenic Football Federation (H.F.F.).

3. The Chairman represents the Committee, sets the dates for the meetings and ensures that all works are executed and reports to the Board of Directors.
4. The Legal Affairs Committee is competent to:
 - a) provide legal advice and opinions on any and all matters, disputes or questions submitted to the Committee;
 - b) propose to the Board of Directors any amendment to the statutes and regulations that the Committee deems useful;
 - c) audit the Statutes and Regulations of members to the Hellenic Football Federation (H.F.F.) and suggest to the Board of Directors their approval or their amendment;
 - d) any other relevant matter assigned to it by force of decision of the Board of Directors.

C. AMATEURS AND NON-AMATEURS COMPETITIONS AND CUP ORGANISING COMMITTEES

In all Member – Associations of the Hellenic Football Federation (H.F.F.) to which is assigned to organise any type of competition, must operate a Committee competent for their staging.

The Hellenic Football Federation (H.F.F.) maintains the Amateurs and Non-Amateur Players Cup Committee which is competent for holding the up games between professional clubs and the games of the 2nd phase of the Amateur Cup.

The Committee comprises five members and is chaired by a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and its decisions are subject to ratification by the Board of Directors.

D. FINANCIAL AFFAIRS COMMITTEE

1. The Financial Committee is competent to:
Supervise all games that belong to the competence of the Hellenic Football Federation (H.F.F.).
2. The Committee constitutes of the Chairman who must be a member of the Board of Directors and eight (8) members, appointed by it.
3. The Committee is supported in its work by special members – associates which are selected by its Chairman.

E. PROCUREMENTS COMMITTEE

1. The Procurements Committee is competent for the procurement of materials and services and the holding of constructional or non-constructional works, provided that the cost exceeds one thousand and five hundred (1.500) Euro.
For costs between 1.501 and 4.500 Euro it invites an extraordinary call to lowest bidder, whereas for higher costs an ordinary call to lowest bidder. The Board of Directors of the Hellenic Football Federation (H.F.F.) may issue a call to tender for all of the above and readjust the aforementioned amounts.
2. The Committee comprises three (3) members of the Board of Directors of the Hellenic Football Federation (H.F.F.) appointed by it.

F. TECHNICAL COMMITTEE

It comprises five (5) members of the Board of Directors of the Hellenic Football Federation (H.F.F.) and is in quorum when at least three (3) of its members are present.

By force of decision of the Board of Directors of the Hellenic Football Federation (H.F.F.) is permitted the increase of the committee members with members that have the necessary technical knowledge.

Its task is to study any and all technical matters related with football, the National Teams, the supervision and audit of working schedules of football coaches, as well as to suggest to the Board of Directors of the Hellenic Football Federation (H.F.F.) any measures that it deems expedient for the development and promotion of football in our country and more specifically on the development of National Football Teams.

G. MEDICAL COMMITTEE

It comprises seven (7) members from which the Chairman must be a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and is in quorum when in its meetings are present at least four (4) of its members.

The Committee members must be medical doctors and the same applies for its Chairman, provided that among the members of the Board of Directors of the Hellenic Football Federation (H.F.F.) is a medical practitioner.

The number of Committee members may be increased by a decision of the Board of Directors of the Hellenic Football Federation (H.F.F.).

Its task is the medical sport monitoring of the players that belong to the competence of the Hellenic Football Federation (H.F.F.) and to suggest to the Board of Directors any measures it deems necessary for the implementation of its scope.

H. STATISTICS AND STADIA COMMITTEE

1. The Statistics and Stadia Committee is competent to:
 - a) Keep the Statistics of the matches held for all Competitions and Cups and the collection of all data concerning competition, friendly, international etc., matches;
 - b) Collect all data concerning the financial status of Amateur and Professional Clubs, their budgets – balance sheets, stadia, employed personnel, accidents, insurance, fans, etc.;

- c)** Audit and opinion on the supporting documents submitted by the Regional Associations for the registration of new member – associations with them;
 - d)** Audit and opinion on applications for recognition of a new Regional Association and its registration with the Hellenic Football Federation (H.F.F.);
 - e)** Recognise and classify each stadium to the relevant category, as meeting the requirements for holding the competition matches.
- 2.** The Committee constitutes of the Chairman who must be a member of the Board of Directors and six (6) members, appointed by it. The Board of Directors may divide the Committee, determining special duties to each one of them.

I. MASS MEDIA AND PUBLIC RELATIONS COMMITTEE

- 1.** The Media and Public Relations Committee is competent to:
- a)** Promote football and inform the sporting public opinion and the competent authorities on matters related to football;
 - b)** Promote the Public Relations of the Hellenic Football Federation (H.F.F.);
 - c)** Cooperate with the media on all events that concern the Hellenic Football Federation (H.F.F.);
 - d)** Prepare and facilitate the accreditation process for the media representatives.
- 2.** The Committee constitutes of the Chairman who must be a member of the Bureau of the Board of Directors and six (6) members, assigned by it. The Press Office of the Hellenic Football Federation (H.F.F.) belongs to this Committee.

J. INTERNATIONAL RELATIONS COMMITTEE

It is Chaired by a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and comprises six (6) more members.

The particulars on the functions of the Committee are set out by the Board of Directors of the Hellenic Football Federation (H.F.F.) by force of its decision.

K. BEACH SOCCER COMMITTEE

The Committee comprises five members and is chaired by a member of the Board of Directors of the Hellenic Football Federation (H.F.F.). Its competencies and functions are set out by a special regulation issued by the Board of Directors of the Hellenic Football Federation (H.F.F.), pursuant with the directives of the European and International Federation.

L. FOOTBALL AGENTS COMMITTEE

The Committee comprises five members, is chaired by a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and in it participate one (1) of the legal advisers of the Hellenic Football Federation (H.F.F.) and one (1) representative of the Pan-Hellenic Professional Players Association (PSAP). Its competence is over any issue concerning players agents.

M. INTERNATIONAL AMATEUR FOOTBALL COMMITTEE

The Committee comprises five members, is chaired by a member of the Board of Directors of the Hellenic Football Federation (H.F.F.). The Committee is competent to organise international amateur football championships. Its functions are set out in a special regulation issued by the Board of Directors of the Hellenic Football Federation (H.F.F.).

N. AMATEUR FOOTBALL COMMITTEE

1. The Amateur Football Committee is competent to:
 - a) Encourage Amateur Football by all means deemed duly appropriate, and
 - b) Organise amateur football events.
2. The Committee constitutes of the Chairman who must be a member of the Board of Directors, the President of Representative Teams of Associations, the President of the D' National Division, the President of Women Football, the President of Fotsal Competition, as well as four (4) Presidents of Regional Football Club Associations (EPS), appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.).

O. FOOTBAL (5X5) COMMITTEE

1. The Fotsal (5x5) Committee is competent for the promotion of this sport and its development by all means, such as organising all types of Championships, etc.
2. The Committee constitutes the Chairman who is a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and four more members assigned by the Board of Directors of the Hellenic Football Federation (H.F.F.).

P. 4TH DIVISION CHAMPIONSHIP COMMITTEE

1. The Committee is competent for organising this championship.
2. The Committee constitutes the Chairman who is a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and four more members appointed by its Board of Directors.

Q. REPRESENTATIVE ASSOCIATIONS TEAMS COMMITTEE

1. The Committee is competent for the organisation of the Championship for the Representative Teams of the Associations.
2. The Committee constitutes the Chairman who is a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and six more members appointed by its Board of Directors.

R. TRAINING BOARD COMMITTEE

1. The Committee sees to all matters described in the regulation in force of the Hellenic Football Federation (H.F.F.) for football coaches.
2. The Committee constitutes the Chairman who is a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and four (4) more members among which two (2) are coaches with a UEFA PRO license, appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.).

Among the two coaches with a UEFA PRO license, one will compulsorily be the training manager – head of academies.

S. WOMEN'S FOOTBALL COMMITTEE

1. The Committee is competent for organising this championship and the development of women's football.
2. The Committee constitutes the Chairman who is a member of the Board of Directors of the Hellenic Football Federation (H.F.F.) and four (4) more members assigned by its Board of Directors.

IV. FINANCIAL MATTERS**Art. 43: Financial period**

The fiscal year begins on the 1st of January and ends on the 31st of December of the same year.

Art. 44: Revenues – Resources

- I. The resources of the Hellenic Football Federation (H.F.F.) are the following:
1. The annual subscription fee of its Member – Associations which is determined each time by a decision of the Ordinary General Meeting, by majority of half plus one of members present.
 2. The lump sum payment against member registration, which is determined by a similar decision.
 3. Any form or type of donations, inheritances made to it.
 4. Financial supports and subsidies made to it due to any reasons whatsoever, either by the government or international football confederations.
 5. The revenues from the exploitation of its chattel and real properties.
 6. The product: **a)** from operation fees of its committees, **b)** deposits for hearing recourses (proceedings) before the jurisdictional organs instituted hereby and operating by it, **c)** the deposits of clubs for participating in the matches of its jurisdiction, **d)** the financial sanctions pursuant to the provisions of the relevant regulations, by the jurisdictional disciplinary organs operating by it, **e)** a 25% percentage over the financial sanctions of any type whatsoever imposed with regards the A', B' and C' National Divisions. The remaining 75% will be awarded to the relevant organising authorities.
 7. The revenues from the exploitation by means of agreements of any type and form whatsoever, of those stated in Article 51 of the present for the proprietary and intellectual rights and audiovisual rights of any type whatsoever.
 8. The revenues from the participation in any type or form of legal entities (companies).
 9. The part of the revenues that the Hellenic Football Federation (H.F.F.) is entitled to from contracts of any form or type whatsoever, concluded with natural persons or legal entities,

consisting the price – consideration for the exploitation and utilisation of the Hellenic football matches by said persons or entities, in any government or private owned games (prognostics regarding matches of any form or type whatsoever, betting of any form or type concerning matches), either currently existing or in the future, either operating in Greece or abroad.

These agreements are executed following negotiations with the Hellenic Football Federation (H.F.F.) and the Professional Associations on behalf of their members on the one hand and the relevant games or betting body on the other. Any form or type of exploitation or utilisation of the Hellenic football matches, based either on compulsory provisions of the laws or in agreements of any form or type whatsoever wherein the whole of the organised Hellenic football as set out hereinabove, is not recognised by the Hellenic Football Federation (H.F.F.) and does not create any form or type of obligation to it, its Member Associations and the Professional or Amateur Football Clubs.

- 10.** The revenues from official and friendly games of the National Teams, as well as any type of income from granting broadcasting and television rights and advertising rights from the activities of the National Teams and all types of games held by the Hellenic Football Federation (H.F.F.).
- 11.** The percentage from revenues of the Championship and Cup games organised by the Hellenic Football Federation (Ee), as well as the percentage from the revenues from granting broadcasting and television rights and advertising during the games of Greek clubs with the club competitions of UEFA.
- 12.** 3.5% percent over the revenues from the games of National Professional Football Competitions. The Football Clubs that have the financial supervisions of the matches, are responsible to withhold and return this percentage directly to the Hellenic Football Federation (H.F.F.), which in its turn will allocate 3%

thereof to the other Member – Associations and 0,5% thereof towards the care and support of injured amateur players.

13. 5% of the total amount of any type or form of agreement concluded between Professional Associations, Professional Football Clubs or Amateur Clubs or any third parties that obtain rights from the whole or partial award of television or broadcasting rights for football matches of any type or form whatsoever.

14. Up to 5% percent over the total amount granted to Professional or Amateur Clubs for their consent to the placement of advertising boards in any field during the staging of the Competitions or Cup matches in which participate Professional or Amateur Clubs of the A', B' or C' National Division.

15. Up to 5% over the total amount foreseen each time for the renewal or acquisition by means of transfer or release of a player, whether domestic or foreigner, by a Professional or Amateur Club of the A', B' or C' National Division.

This percentage applies to the transfer of foreign players from international clubs to domestic clubs and vice versa, on the basis of the private agreement, contract and any other evidence.

16. Up to 5% over the contractual fees for domestic and foreign technical experts, employed in Professional or Amateur Clubs of the of the A', B' or C' National Division, under any capacity whatsoever.

II. The certification and ratification by the Hellenic Football Federation (H.F.F.) of all the aforementioned agreements (clause 9, 13, 14, 15, 16) is compulsory. In the opposite case, the measures foreseen by the Regulations of the Hellenic Football Federation (H.F.F.) are enforced or applied.

III. By force of a special regulation issued by the Board of Directors of the Hellenic Football Federation (H.F.F.) are adjusted the procedures and

the details concerning the amounts, the obligors for their payment, the method and time of collection and any other relevant issue.

Art. 45: Expenses

The Hellenic Football Federation (H.F.F.) expends the amounts that:

- a) are contained in the budget;
- b) approved by the General Assembly, as well as those allocated to the Board of Directors, pursuant to the scope of the Statutes, and
- c) any other expenses related to the implementation of the scope of the Hellenic Football Federation (H.F.F.).

Art. 46: Accounting System

The expenses and income accounts are kept pursuant with the accounting system principles held and the provisions of the legislation in force.

V. DISSOLUTION

Art. 47: Decision to Dissolve

For the purpose of dissolving the Hellenic Football Federation (EPO) is required the resolution of an Extraordinary General Assembly, especially convened to this end, taken by the majority of 4/5 of the votes and the presence of at least 3/4 of its total members.

Art. 48: Fate of Property

In the event of dissolve of the Hellenic Football Federation (H.F.F.), its property shall be taken over by the Hellenic Olympic Committee.

VI. SPECIAL PROVISIONS

Art. 49: Championships Organisation

- 1.** The Hellenic Football Federation (H.F.F.) solely has the right to organise, approve or eliminate football competitions. It has the right and supervision to organise and co-ordinate all official and friendly matches staged in the Country. More specifically, the following competitions are staged:
 - a)** Regional amateur competitions;
 - b)** National amateur competitions (Men – Women – Infrastructure);
 - c)** National or regional football competitions;
 - d)** National or regional competitions of any type whatsoever (beach soccer, etc.);
 - e)** National professional competitions.

- 2.** The Board of Directors of the Hellenic Football Federation (H.F.F.) grants its Member – Associations the power to organise and stage the competitions. In particular:
 - a)** For Regional Football Club Association (EPS) to organise and stage regional amateur competitions of the A', B' and C' National Divisions and the infrastructure competitions thereof;
 - b)** For Professional Football Club Associations, to organise and stage National Professional Competitions of the A', B' and C' National Divisions and the infrastructure competitions thereof.

- 3.** For the participation of an Amateur or a Professional Club in regional, national and international UEFA competitions, is required a special license. As concerns the regional competitions, this license is granted by the regional associations, and for the national and international by the Hellenic Football Federation (H.F.F.). The process for obtaining the license, as well as the number of criteria that must be fulfilled by the Amateur or Professional Club, are set out in special regulations approved by the Board of Directors of the Hellenic

Football Federation (H.F.F.) for the national competitions and UEFA for its competitions, respectively.

Art. 50: Multi-ownership

1. The joint ownership of Amateur or Professional Clubs competing in the same Championship category by natural persons or legal entities is prohibited. By a special regulation voted by the Board of Directors following a suggestion by the Professional Associations, are set out the conditions, prohibitions, sanctions, procedures and control method of natural persons or legal entities.

Art. 51: Exploitation of Rights – Media

- A. 1.** The Hellenic Football Federation (H.F.F.) exploits all rights which it owns or shares with third parties, such as property rights of any type, intellectual property rights and rights for audio-visual and radio-broadcasting transmissions by image or data carrier of any kind (including all means of transmitting computer images, with or without sound, such as Internet, on-line services or the like, whether already existing or not).

These include the production, reproduction, dissemination and broadcasting of pictures, sound or data carriers of any kind by the Hellenic Football Federation (H.F.F.) alone or with third parties.

2. The Hellenic Football Federation (H.F.F.) alone or with third parties has the right to establish, administer and jointly exploit companies of any legal form whatsoever.

B. Audio-visual and Radio Transmissions

The Hellenic Football Federation (H.F.F.) and its Members own the exclusive rights to exploit any form or type of sound, image and data of all football matches and the events that belong to their jurisdiction.

These rights may be assigned by any form or type of considerations, or in the form of joint exploitation with third parties, whether live, deferred, as a whole or as excerpts, whether in print or electronic form of transmission.

The Board of Directors of the Hellenic Football Federation (H.F.F.) shall issue regulations governing the implementation of these rights.

Art. 52: Expulsion of Member, Organ or Organs

1. The Board of Directors may place the dismissal of a person or organ on the agenda of the General Assembly. Any one member may submit a proposal to the Board of Directors so as to place in the agenda a motion for dismissal.
2. The motion for dismissal must be justified. It is sent out to the members of the Hellenic Football Federation (EPO) along with the agenda for the General Assembly.
3. The person or organ in question has the right to speak in his/its own defence at the General Assembly.
4. If the motion for dismissal is upheld, the General Assembly shall make the appropriate decision by means of a secret ballot. For it to be adopted, the motion must be supported by a majority of 3/4 of the votes validly cast by the official delegates voting.
5. The person or organ dismissed must be relieved of its functions with immediate effect.

Art. 53: Recourses – Provisions for the Resolution of Sport Disputes, Court of Arbitration for Sport (CAS)

1. Any natural person or legal entity involved in football by any way, is obligated to recognise the jurisdiction and observe the decisions of the Court for Arbitration for Sport (CAS) in Lausanne (Switzerland), as specified in the relevant provisions of the FIFA and UEFA Statutes;
2. Any natural person or legal entity involved in football by any way, is obligated to respect, uphold and comply with the FIFA code of ethics.

VII. TRANSITIONAL AND FINAL PROVISIONS

Art. 54: Force of the Statutes

The Board of Directors of the Hellenic Football Federation (H.F.F.) ensures the force of the present Statutes and decides on any measures required for its application.

Art. 55 Presumption of Competence

In the event of obscurity in the provisions of the present Statutes, as well as on issues not foreseen by them, the Board of Directors shall decide within the framework of legality and fairness.

Art. 56 Transitional provisions

1. Until the end of the term of office of the present Board of Directors of the Hellenic Football Federation (H.F.F.), the post and the competences of the Executive Secretary referred to in the present Statutes, are exercised by the current and elected Secretary General of the Board of Directors.
2. Until the establishment of the new organs foreseen in the present Statutes, the organs already functional shall remain so.

3. The Member Associations of the Hellenic Football Federation (H.F.F.) are obligated to adjust their statutes to the provisions of the present Statutes within two (2) months.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX A

Registration impediments – Limitations to persons involved in Football

1. Any one of the persons following may not be a member of a club or member to the administration organs of an club, the Board of Directors of an association affiliated to the Hellenic Football Federation (H.F.F.) or the members thereof, the Board of Directors of the Hellenic Football Federation (H.F.F.) or any organs thereof, of a professional football club or special associate thereof, nor may he undertake by any means whatsoever or by force of decisions of the aforementioned bodies, any competence or task, especially regarding the representation, administration or management of the body:
 - a) Those that have not reached the age of eighteen (18);
 - b) Those irrevocably sentenced on the account of felony, as well as one that has been irrevocably sentenced on the account of misdemeanour by a court ruling issued in the past ten years, or sentenced to imprisonment at least for three (3) years, or, regardless of the penalty, on the account of offences of violence in sports facilities, on the account of use or disposal of doping substances or methods, espionage, larceny, misappropriation, fraudulent bankruptcy, smuggling, tax evasion, subornation, forgery, falsification, embezzlement, fraud, extortion, sexual freedom crimes and crimes of exploitation of the sexual life, infringements of the law on narcotics, on guns and intermediaries. More specifically, members of the Board of Directors of the Hellenic Football Federation (H.F.F.) and its Member Associations sentenced by an irrevocable judicial ruling on offences stated in the aforementioned article, shall

automatically be forfeited from their capacity and replaced pursuant to the provisions of the present Statutes and the Statutes of the respective association. In the event of indictment against the aforementioned persons by virtue of an irrevocable judicial order, the Board of Directors is obligated to decide on the matter of their suspension or non participation;

- c)** Any one that has been sentenced by an irrevocable court ruling with attaining, for as long as the attainder remains in force.

2. Active and non-active referees, members of the affiliated referees associations and active coaches, may not be members of a sports club. The candidacy of an active or non-active referee and his participation in the elections of a football club, an association or the Hellenic Football Federation (H.F.F.) for the election of a board of directors or any other administrative, managerial or representation body is not permitted, before five full years past his elimination from the relevant register of the referees' association to which he belonged to. The date of his elimination is certified by any legal means. The participation in the elections of a football club, an association or the Hellenic Football Federation (H.F.F.) and any possible election, in breach of the present provisions, is automatically null and void. Towards the implementation of the present provision, assistant referees are also deemed as referees.

3. A player may be registered as a member to a club, pursuant to the terms and conditions of its statutes, at least thirty (30) months past his last participation in an official football match. As an official football match is deemed a match organised by the Hellenic Football Federation (H.F.F.) or held under its auspices. Past one year after his official match, the player may request his elimination from the register of the Hellenic Football Federation (H.F.F.), in order to become a member to a club. One (1) year past his aforementioned elimination pursuant to the above, the eliminated player obtains the right to elect and be elected.

- 4.** The members of the staff of a football club are not permitted to be members of the football club, for the length of the period of their employment contract with it and for one (1) year past the end thereof, as well as those concluding a contract with the club for rendering services or in order to perform works against a fee, either individually or as general partners or administrators of a Limited Liability Company, or members to the board of directors of a societe anonyme, for the term of the duration of the contract or the performance of the works and for one (1) year past the termination, by any means whatsoever, of the contract or the project delivery respectively. Sports goods traders, as well as shareholders, partners, administrators and members of the board of directors of a professional football club and any type of commercial company, provided their field of activities is to trade, or manufacture any type of sports goods, are not permitted to be members of a board of directors of auditing committee of a club, nor to represent in before an association or the Hellenic Football Federation (H.F.F.). This prohibition also applies to those persons that maintain football betting establishments, as well as the spouses, children and parents thereof.
- 5.** Any owner, shareholder, employee or contractor by any means whatsoever, of football training centres of any type whatsoever (e.g. futsal, etc.) wherein are trained or playing football players or in general wherein is cultivated the sport football, may not be a member of the administration organs of a club, the Board of Directors of an association affiliated to the Hellenic Football Federation (H.F.F.) or the members thereof, the Board of Directors of the Hellenic Football Federation (H.F.F.) or any organs thereof, nor may he undertake by any means whatsoever or by force of decisions of the aforementioned bodies, any competence or task, especially regarding the representation, administration or management of the body. This impediment does not apply to persons involved in the ownership, administration or management of Professional Football Clubs.

6. The impediments and limitations stated under clause 1, a, b, c, clause 4 and clause 5, apply and consist an impediment also to any one person involved in football, such as indicatively the referees, fourth officials, coaches and match and players' agents.
7. Clubs and associations are prohibited to enter into any type or form of contractual relations (projects, lease, labour, etc.) with any person that is related up to the fourth degree with any one member of its Board of Directors. Any agreement executed thus is null and void, and any member of the Board of Directors that participated in the drafting thereof, is forfeited from office.
8. The forfeit of impeded persons is effected by means of decision of the competent body of the organising authority or the Hellenic Football Federation (H.F.F.) in any case, with two (2) months past the voting hereof.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX B

ORGANISATION AND OPERATION OF FOOTBALL ASSOCIATIONS

Art. 1

Members

1. The minimum number of members to each football association is ten (10). Distinctions among members in ordinary, novice or affiliate (bar the Professional Association) or any other similar to those, are prohibited.
2. A Football Association may be established by decision of the founding meeting, following a decision of the Board of Directors of the interested Professional or Amateur Clubs. The registration of a member is effected by decision of its Board of Directors and the elimination by resolution of its General Assembly.

Art. 2

Impediments – Limitations

1. The provisions of Annex A (clause 1, 2, 4, 5, 7, 8) of the Statutes Implementation Regulations, apply proportionally to the persons participating in the administration organs and committees of the relevant football association foreseen by the present Statutes and the Regulations.
2. A candidate may not be elected in the Board of Directors or in one other organ of a football association foreseen by the Statutes, if:
 - a) it is a member of the board of directors of another association at the time of submission of its candidacy;
 - b) it is an employee of an association or confederation;

- c)** if it is an employee of the General Secretariat for Sports;
 - d)** if it has an employment or project agreement or an agreement for rendering freelance services with a societe anonyme or a limited liability company and any type of company whatsoever, if their field of activities is the trade or manufacturing of sports goods.
- 3.** In order that a candidate may be elected as a member of the Board of Directors or in one other organ foreseen by the statutes of a football association, it is required at the time of submission of its candidacy, to be a member of a club that is a member of the association, with the right to elect and be elected. The concurrence of this prerequisite is proven by a certificate issued by the relevant club being a member of the association.
- 4.** The members of the bureau of the Board of Directors of the association (bar Professional Associations) must reside in the region covered by the association.

Art. 3

Board of directors

- 1.** The Board of Directors of the association is elected for a four year term of office and comprises the following:
 - a)** seven (7) to nine (9) members, if the association has between ten (10) and thirty (30) clubs;
 - b)** nine (9) to eleven (11) members, if the association has between thirty one (31) and one hundred (100) clubs;
 - c)** nine (9) to fifteen (15) members, if the association has between one hundred and one (101) or more clubs.
- 2.** If a member of the Board of Directors of the association is elected as member of the Board of Directors or one other organ of an association or sports federation of one other type of sports, it is deemed that it is automatically resigned from its former office. The effect of the

aforementioned resignation is verified by a decision of the Board of Directors of the association.

3. In the event that on account of any reason whatsoever the Board of Directors of the association does not exhaust the term of office for which it was elected, the new Board of Directors that will be elected shall have a term of office of the remainder of the term of the previous one.
4. The Professional Associations have a Board of Directors and the number of its members, their term of office and their election are set out by their statutes.

Art. 4

Meetings – Elections - Organs

1. In the General Meetings of the Associations participate by representatives solely the member football clubs that comprise them. Each member football club is represented in the General Assembly by one representative, who is appointed along with its substitute by force of decision of the Board of Directors of the club. The representative appointed is a member of the club with the right to elect and be elected. Each representative may represent solely one club. Each one club of the association has the right to one vote at the General Assembly.
2. Each club that in the calendar year preceding the General Assembly did not participate in matches with at least eighteen (18) players, does not have the right to vote in the General Assembly. The participation is proven by official match sheets drafted exclusively by the relevant association or federation. Any provisions in the statutes that may foresee more strict prerequisites towards the right to vote shall apply.

3. The aforesaid shall apply proportionally also to the Professional Associations, as set out more specifically in their statutes.

Art. 5

Obligations – Rights

1. The associations have the rights and obligations set out in the Statutes of the Hellenic Football Federation (H.F.F.).
2. The association is obligated to comply with the special regulations voted by the general Assembly of the Hellenic Football Federation (H.F.F.). These Regulations govern all matters concerning the organising of football by sports association, the registration and participation prerequisites for the association competitions and the grounds of revocation.
3. In the event of the dissolution of an association, all its properties past its liquidation, shall be received by the Hellenic Football Federation (H.F.F.).

Art. 6

Hellenic Football Federation (H.F.F.) Subsidies – Sports Centres

1. The associations are financially and administratively independent. They are obligated to submit with the Hellenic Football Federation (H.F.F.) the balance sheet of the previous year and the budget for the coming year by November 30 of each year. Furthermore, they are obligated to submit with the Hellenic Football Federation (H.F.F.) a report containing the specifics of the allocation method for the subsidies granted them. The Hellenic Football Federation (H.F.F.) has the right to audit by its own auditing organs the subsidies granted by it to the associations.

In the event of non compliance with this obligation, the Board of Directors of the Hellenic Football Federation (H.F.F.) shall decide on the suspension or discontinuation of any form of subsidisation it grants to the association. With regards the Professional Associations,

the Board of Directors of the Hellenic Football Federation (H.F.F.), shall decide on any other expedient means.

2. The sports centres constructed with expenses of the Hellenic Football Federation (H.F.F.), operate under special regulations issued by the Hellenic Football Federation (H.F.F.) and their financial results for each year of their operation, are audited by the auditing organs of the Hellenic Football Federation (H.F.F.).

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX C

REGULATIONS OF PROCEDURE FOR THE GENERAL ASSEMBLY OF THE H.F.F.

Art. 1

President of the General Assembly

- 1.** The Chairman of the General Assembly shall be the President or, in his absence, his Substitute. If the Substitute is not present either, the Chair is taken by the Vice-Presidents of the Hellenic Football Federation (H.F.F.). in the order of their rank.
- 2.** The Chairman shall ensure that the rules of procedure are observed. He shall address the opening speech and conclude the works of the General Assembly and give speakers permission to take the floor.
- 3.** The Chairman shall maintain the order in the General Assembly. He may take the following measures against participants of the General Assembly who disrupt the proceedings:
 - a)** a call to order;
 - b)** reprimand,
 - c)** restrict the speech.

Art. 2

Bureau of the General Assembly

The Bureau of the General Assembly comprises the Directors of the Hellenic Football federation (H.F.F.) and the competent appointed employees.

Art. 3**Agenda**

1. The agenda shall be read aloud at the start of the General Assembly.
2. The agenda may be amended at any time if supported by two-thirds or more of the Member Associations present.
3. The General Assembly may not consider a proposal to amend the Statutes unless it is included as an item of business on the agenda sent out with the notice of General Assembly.

Art. 4**Debates**

1. Each agenda item shall be introduced with a brief rationale:
 - a) by the Chairman or a member of the Executive Committee;
 - b) by a representative designated for that purpose by a Committee;
 - c) by the Member Association which had the item in question placed on the agenda.
2. The item shall then be opened to the floor for general discussion.

Art. 5**Permission to Take the Floor**

1. Delegates shall be given permission to take the floor in the order that requests have been made to do so. A speaker may not take the floor unless and until he has been given permission to do so. A speaker shall speak from the place designated for that purpose.
2. A speaker may only be given the floor for a second time on the same matter when all other General Assembly participants who have requested to take the floor have had a chance to speak on the matter in question.
3. The Chairman may set a time limit for speakers.

Art. 6**Motion on a Point of Order**

1. A motion on a point of order shall be dealt with forthwith. Any other discussion shall be immediately suspended.
2. If a motion on a point of order is adopted, only General Assembly participants who requested to do so before the vote shall be given the floor.
3. The Chairman shall decide when to close the discussion unless more than half of the Member Associations present and voting decide on a vote to do otherwise.

Art. 7**Motions to Amend an Agenda Item and Motions to Delete an Agenda Item**

All motions, motions to amend, and motions to delete an agenda item shall be made in writing.

Art. 8**Votes**

1. Voting shall be open, unless the General Assembly decides otherwise.
2. Voting shall be by show of hands (YES-NO voting card).
3. A vote may be taken by roll call, if 15 or more Member Associations present and eligible to vote so request.
4. No one shall be forced to vote.
5. Before each vote, the Chairman, or a person designated by him for the purpose, shall read the proposal and explain the voting procedure to the General Assembly.

6. Proposals shall normally be voted on in the order in which they are introduced in the discussion.
7. Proposals which are unopposed shall be taken as adopted.
8. The Chairman shall announce the result of the voting.
9. No one shall be given the floor during a vote or until the result of a vote has been announced.

Art. 9

Elections

1. The elections are held pursuant to the provisions of the relevant clauses of the Statutes.
2. The Hellenic Football federation (H.F.F.) Administration shall keep the votes and destroy them 200 days after the close of the General Assembly.

Art. 10

Interpreters

The Chairman shall be responsible for the translation to representatives from Football Confederations attending.

Art. 11

Minutes

The Chairman and the 3 Secretaries of the General Assembly, shall be responsible for taking minutes of the business conducted at the General Assembly.

The minutes shall be taken by transcription of the works of the General Assembly.

Art. 12

Agency

1. Each Member Association shall have one vote.
2. Each one Association is represented in the General Assembly by one ordinary and one substitute representative.
3. Local transportation and lodging costs for representatives shall be borne by the Hellenic Football federation (H.F.F.). The Board of Directors of the Hellenic Football Federation (H.F.F.) shall decide the amount of the expenses.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX D

FUNCTIONS OF THE BOARD OF DIRECTORS

- 1.** The President of the Hellenic Football Federation (H.F.F.) convenes the Board of Directors. The agenda is notified to the members two (2) earlier.
- 2.** The priority of discussion of the items contained in the agenda may be modified at the meetings.
- 3.** Decisions are passed by a simple majority of the members.
- 4.** The President of the Hellenic Football Federation (H.F.F.) guides the discussions in the Board of Directors and gives or not the floor to the members. In the event of a serious indecent behaviour or disturbance of the discussions of the body by a member of the Board of Directors, the President may submit to voting the matter of one (1) month suspension of the aforesaid member. This is effected by a secret ballot.
- 5.** The Board of Directors of the Hellenic Football Federation (H.F.F.) is mainly responsible to ensure the observance of the Statutes and the regulations of the Hellenic Football Federation (H.F.F.). In cases of serious violation of the Statutes and the Regulations, it may take any and all expedient measures against those responsible.

6. The proceedings of the Board of Directors, the addresses and the decisions taken are recorded by audio means. In the next meeting and past the transcription and rendering of the minutes in print, they are ratified and executed by those present in the Board of Directors. Past the aforementioned ratification, the audio tapes of the recordings may be destroyed.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX E

REVENUES – RESOURCES

Towards the financial independence and autonomy of football, the Hellenic Football Federation (H.F.F.), its Member Associations, the Professional and Amateur Clubs, are obligated to organise their operations aiming at obtaining any and all revenues and the rationalised performance at costs (expenses).

The following apply with regards the revenues of the Hellenic Football Federation (H.F.F.) provided for in Article 44:

- 1.** By resolutions of the General Assembly every two years, are set out or re-adjusted the amounts referred to under clause 1 and 2.
- 2.** Donations and inheritances are accepted by decision of the Board of Directors, following an audit of the scope or the conditions pertaining thereto.
- 3.** The support of International Confederations are granted and consumed for the scope on account of which they were granted. The subsidisations by governmental bodies are expended towards the development of amateur football, either through the construction of works with the regional associations, or against their operating expenses.
- 4.** The operating fees for committees or the revenues from the forfeit of deposits, cover the operating expenses of the committees.
The competition participation deposits of clubs cover the operating expenses of the organiser.

5. The financial sanctions imposed and according to the percentage granted to each football body, are granted solely and exclusively towards the development of football.
6. The revenues from the exploitation of the Rights foreseen in Article 51, are granted and expended towards the operation of the National Teams (except the A' National Team).
7. The part of revenues arising from agreements for games prognostics or betting, are granted towards organising any and all types of amateur competitions of the Hellenic Football Federation (H.F.F.) or the Regional Football Club Associations (EPS).
8. The revenues foreseen in clause 10 and 14 are expended towards the operation and organisation of the National Men's Team.
9. Any other revenues are expended towards the operating expenses of the Hellenic Football Federation (H.F.F.) and its amateur Member Associations.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis

STATUTES IMPLEMENTATION REGULATIONS

APPENDIX F

COURT OF ARBITRATION

Art. 1

Arbitrators

Each representative-body, appoints at the Court of Arbitration three (3) or five (5) arbitrators, as follows:

- 1.** The organiser of the A' National Division, three (3) members.
- 2.** The organiser of the B' National Division, three (3) members.
- 3.** The organiser of the C' National Division, three (3) members.
- 4.** The Amateur Football Associations, three (3) members, following a vote.
- 5.** The Amateur Clubs, three (3) members, appointed by the Board of Directors of the Hellenic Football Federation (H.F.F.).
- 6.** The Official Players' Agents, three (3) members, appointed following a suggestion of the relevant committee.
- 7.** The Registered Coaches of the Hellenic Football Federation (H.F.F.), three (3) members, appointed following a suggestion of the Training Board.
- 8.** From the Board of Directors of the Pan-Hellenic Professional Players Association (PSAP), five (5) members.
- 9.** From the Board of Directors of the Hellenic Football Federation (H.F.F.), five (5) members.

Art. 2

Impediments – Qualifications – Independence of Arbitrators

- 1.** To the members of the Court of Arbitration may not apply the impediments stated in Annex A (clause 1, 2, 3, 4, 5) of the Statutes Implementation Regulations.

2. The arbitrators must be attorneys, with experience in and knowledge of football regulations.
3. Every arbitrator shall be and remain independent of the parties and shall immediately disclose any circumstances likely to affect his independence with respect to any of the parties.
Every arbitrator and the body he originates from, shall be listed in the List drafted by the Court Office of the Court of Arbitration.

Art. 3

Agency

The parties may be represented by persons of their choice. In the event of settlement, a power of attorney of the party or, in the event of a legal entity, a decision of the Board of Directors is required.

SPECIAL PROVISIONS APPLICABLE TO THE ORDINARY ARBITRATION PROCEDURE

Art. 4

Request for Arbitration

The party intending to submit a reference to arbitration, must file a request to the Ordinary Arbitration Division containing:

- the name and address of the Respondent;
- a statement of the facts of the case and the legal arguments, including a request for arbitrary award;
- a reference to the provisions and the legal claims.

Upon submission of the request, the applicant shall pay out the expenses and fees foreseen.

If the above-mentioned requirements are not fulfilled when the request for arbitration is filed, the Court Office of the Court of Arbitration shall grant a two (2) days deadline to the Claimant to complete his request, failing which it shall be deemed withdrawn.

Art. 5**Proceedings**

The Court Office shall proceed with all necessary actions. To this end, it shall notify the request to the respondent, invite the parties to express on the law applicable in the merits of the dispute and set out a time limit of five (5) days for the respondent to submit any relevant information pertaining to the request for arbitration. The answer shall contain:

- a brief statement of the defence;
- any defence of lack of jurisdiction;
- any counterclaim.

Art. 6**Appointment of the Arbitrators**

Each party by its application, appoints an arbitrator from the relevant list of arbitrators proposed. The president of the division appoints the date and time for hearing the case and the date for filing the written submissions.

Art. 7**Procedure before the Panel**

The procedure before the Panel comprises written submissions and an oral hearing. Following the filing of the submissions, no party may file any new claims without the consent of the other party.

Together with their written submissions, the parties shall produce all written evidence upon which they intend to rely.

In their written submissions, the parties shall specify any witnesses which they intend to call and state any other evidentiary measures. Any sworn statements of witnesses shall be filed together with the parties' submissions.

Art. 8**Hearing**

Following the submission process, the President of the Panel shall set out the hearing date.

The President of the Panel shall conduct the hearing and ensure that the statements made are concise and limited to the subject of the written presentations.

Minutes of the hearing may be taken.

The parties are responsible for the availability and costs of the witnesses called to be heard.

Art. 9**Applicable material law**

The Panel shall hear the dispute pursuant to the Statutes and the Regulations of the Hellenic Football Federation (H.F.F.) and the Hellenic Law. The parties may authorise the Panel to decide *ex aequo et bono*.

Art. 10**Award**

The arbitrary award shall be taken on the same day, after the conclusion of the hearing proceedings, by majority. The decision order shall be issued on the same day. The arbitrary award on the whole shall be written, dated, signed and issued within three (3) days.

The arbitrary award, notified by the Court Office of the Court of Arbitration, shall be final and binding upon the parties.

**SPECIAL PROVISIONS APPLICABLE TO THE APPEALS ARBITRATION
PROCEDURE**

Art. 11

Appeal

An appeal may be filed against a decision of the First Instance Committee for the Resolution of Financial Disputes and the Players Statutes and Transfer Committee.

The deadline for lodging an appeal before the Court of Arbitration is eight (8) days past the notification of the award.

The procedure regarding the hearing of appeals is the one foreseen in Articles 4 to 9 hereof.

Art. 12

Conciliation

Prior to the hearing process, either Ordinary or Appellate, the Chairman shall exercise make all efforts in order to conciliate the dispute.

In the event of acceptance and agreement by the parties, the arbitrary award is issued with immediate force.

Art. 13

Compensation of members – expenses, proceedings fees

The Board of Directors of the Hellenic Football Federation (H.F.F.), decides on the flat-rate compensation of the members to the Court of Arbitration.

The same decision sets out the expenses and fees paid out by the parties.

Athens, June 4, 2008

The President of the General Assembly

Vassilis Gagatsis