



INTEGRITY HANDOUT

1. Overview of Betting Related Match-Fixing

The Council of Europe's definition in their Convention on the Manipulation of Sports Competitions ('the Macolin Convention'), the only international legal instrument of its kind in the world, for the "Manipulation of sports competitions" (the broader term encompassing match-fixing) is:

"an intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a sports competition in order to remove all or part of the unpredictable nature of the aforementioned sports competition with a view to obtaining an undue advantage for oneself or for others."

As a result of technological advances and particularly the emergence and growth of the online gambling market, sports betting opportunities have increased dramatically, both in terms of the number of sport events and the number of betting markets available. Today, sports betting is used by "professionals", including traders, and criminals for money laundering. Athletes and officials in certain sports are already and will further become targets of criminals in order to manipulate a competition for betting purposes. Sports betting, particularly online betting websites based in unregulated or lightly regulated jurisdictions, has dramatically increased in recent years and is used as a mechanism for profit for organised crime.

Volleyball Danmark has a zero-tolerance policy in relation to any kind of match-fixing and all similar cases of unethical conduct, which are all prohibited by the Danish match-fixing statutory rule (see Section 3 below).

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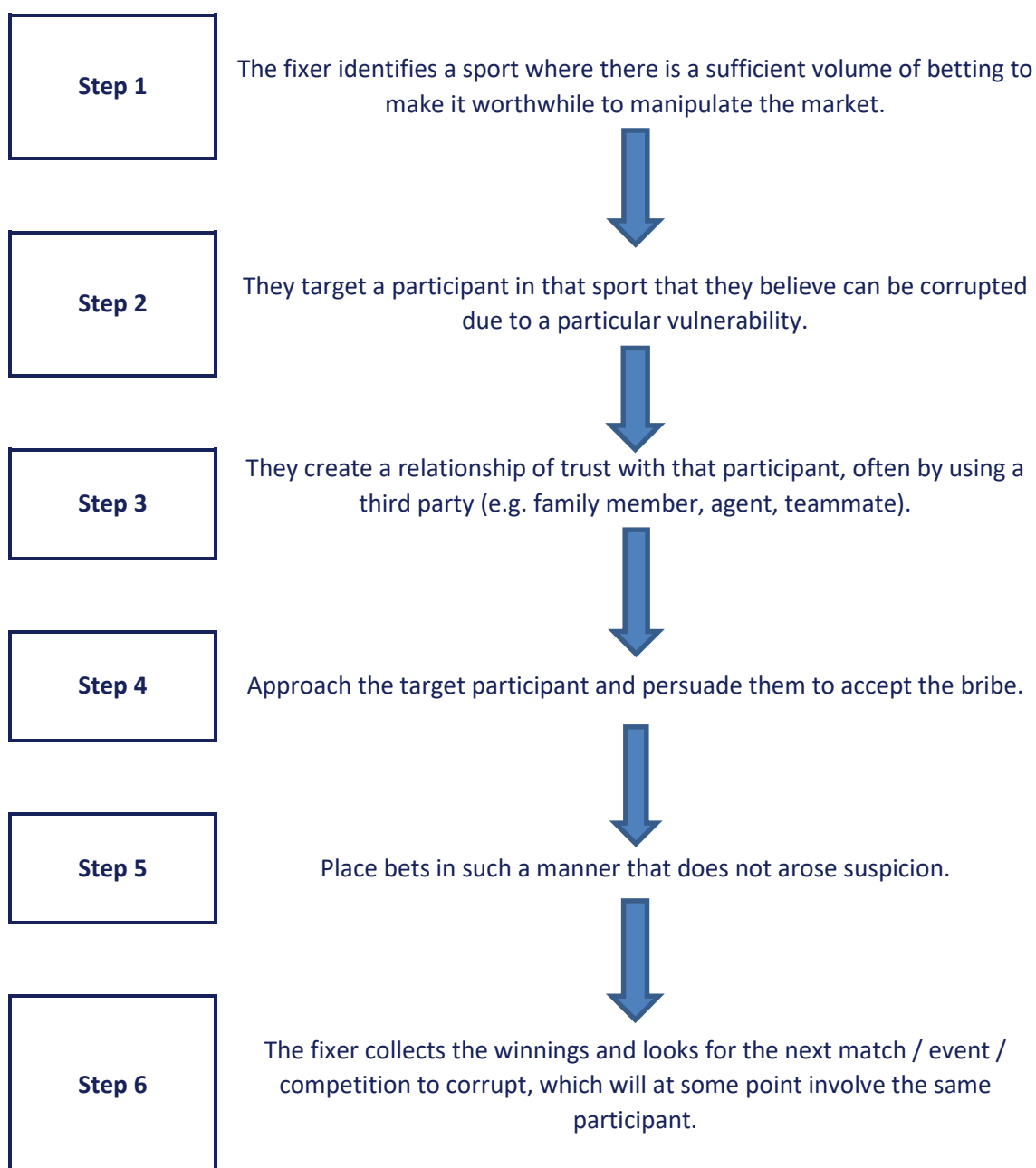


2. Understanding the Threat from Match-Fixing

All participants in a sport, be they players, referees, coaches and administrators, can become vulnerable and at risk from corrupt approaches to perform acts which are contrary to the integrity of their sport.

a. How match-fixers effect a fix

The usual process for match-fixers to make money from the global betting markets is:





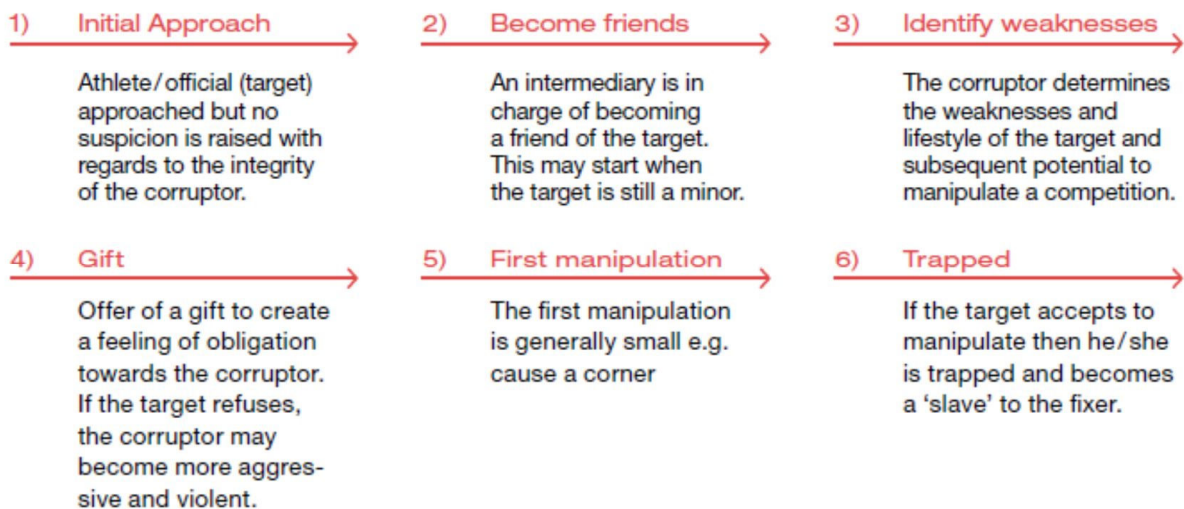
b. Vulnerabilities attractive to fixers

There are a number of reasons why a particular participant in Danish volleyball may be seen as a potential target by a fixer:

- Whether their salary has been paid;
- Addiction - drugs, sex, alcohol, gambling etc.;
- Living beyond personal income and high personal debt;
- Greed; and/or
- Naivety.

c. The match-fixer's approach to grooming a vulnerable participant

The 'grooming' of a participant takes place over a period of time whereby, typically, the following steps are undertaken by a 'corruptor':



In addition to the modus operandi of the match-fixers, these are the consequences to the participant in engaging with them:

- The fixers are not friends!
- The participant takes the risks, the fixer takes the money.
- When the participant gets caught, the fixer disappears and the participant takes the blame!



d. Inside information

Inside information is one particular area of risk. Inside information can be defined as: information relating to the participation in or likely or actual outcome of an event, which is known by an individual as a result of their role in connection with that event and which is not in the public domain.

Common types of inside information in football include:

- ✓ Injury news;
- ✓ Team line-ups;
- ✓ A participant's personal situation; and
- ✓ A club's financial situation.

3. Volleyball Denmark Betting Integrity Offences

The offences which apply to Volleyball Denmark competitions, and the participants in those, come from the Danish Olympic Committee (**DIF**). The DIF has adopted basic provisions on match-fixing, in the form of a statutory rule, which obligates all participants to protect the integrity of their sport. These provisions give the DIF access to all cases of match-fixing, with a focus on ensuring a standardised level in the penalisation faced by athletes or other actors in the sporting community when trying to manipulate sport results.

The statutory rule prohibits the following conduct:

- **Match-fixing where there is a direct or indirect financial advantage or gain** – e.g. Deliberate manipulation of the results of a sports competition; Deliberate underperformance/losing; Bribery of or threats against another person to influence a sports competition in a particular direction.
- **Betting on your own Volleyball Denmark competition** – this applies even if you bet on yourself to win.
- **Abuse of inside information** – e.g. by passing on information that can be exploited in connection with betting.
- **Receiving gifts that are not naturally connected with the sports competition.**

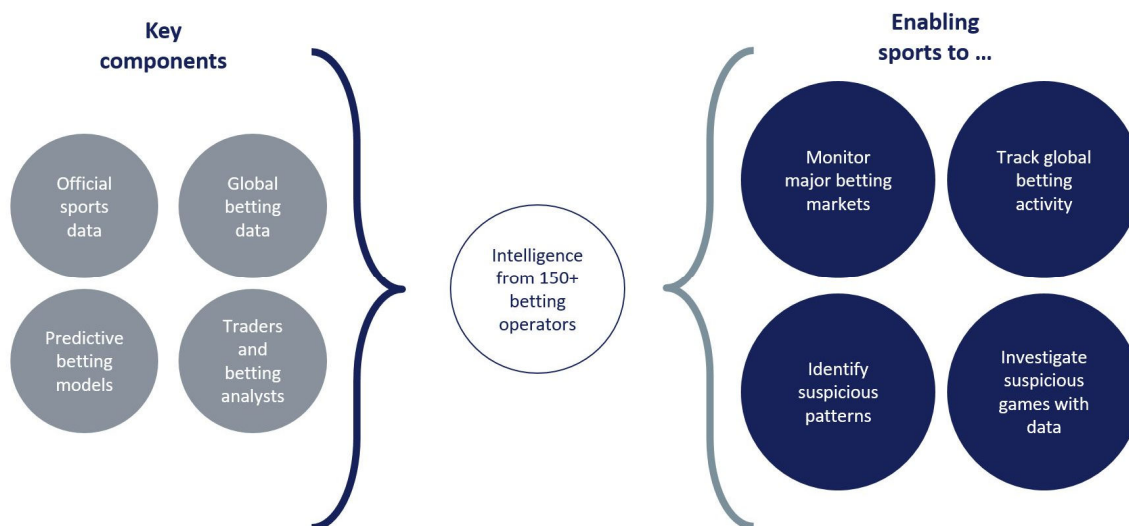
Attempts at match-fixing, or any of the other unethical conduct stated above, are also prohibited and may be sanctioned.



4. Tools to Protect the Integrity of Volleyball Denmark Competitions

a. Bet monitoring

Genius Sports has developed a sophisticated bet monitoring system which monitors worldwide sports betting markets 24/7 to identify unusual and/or suspicious betting activity and provide real-time alerts. Once such an alert has been made, expert human analysts in the field of sports betting use this information (together with information from third party sources) to thoroughly investigate the event and produce detailed reports for the sport. These are all the elements that power Genius Sports' system:



b. Intelligence gathering

There are a wide variety of intelligence sources that can help to combat and address integrity concerns (and rule breaches), and therefore, Genius Sports harnesses as much useful intelligence as possible from the following sources:

- Betting monitoring reports;
- Referrals, reports or inquiries from other jurisdictions including from law enforcement, other sports organisations, the media, etc.;
- Physical surveillance at competition venues for suspicious behaviour; and
- Hotlines or other reporting mechanisms.



5. Consequences of Engaging in Match-Fixing Activity

By engaging in match-fixing activity, and any related offences, a participant in Volleyball Denmark competitions faces three possible consequences:

a. Sporting sanctions

The first is sanctions being handed down by Volleyball Denmark. This is usually in the form of a lengthy ban, accompanied by a hefty fine as well, with recent examples from other sports including:

- Two Malaysian badminton players Zulfadli Zulkiffli and Tan Chun Seang banned by an Ethics Hearing Panel of the Badminton World Federation for 20 years (plus US\$25,000 fine) and 15 years (plus US\$15,000 fine) respectively for match-fixing and other associated corruption offences;
- Australian tennis player Nick Lindahl banned for 7 years (plus US\$35,000 fine) for match-fixing; and
- The UEFA Control, Ethics and Disciplinary Body banned six Malta under-21 international players for match-fixing offences. Two players were banned for life for match manipulation, and 4 others for periods from 2 years to 12 months for failures to immediately and voluntarily report approaches to fix said matches.

b. Criminal sanctions

The second, and far more grave, potential consequence for participants getting embroiled in match-fixing are criminal sanctions, in particular imprisonment. High profile instances of participants being jailed for match-fixing include:

- Three Pakistan international cricketers jailed for terms ranging from six months to two years' and eight months for attempting to fix an international test match against England; and
- German second division referee Robert Hoyzer confessed to fixing matches in the second division and the German Cup on behalf of three Croatian brothers involved in organized crime, who paid him to fix matches as part of a US\$2.35million multi-country match-fixing scandal, and was sentenced to 29 months' in prison.

c. Reputational impact

The final consequence, and one which is often underestimated, is the reputational damage that will be caused should a participant be found to have engaged in match-fixing activities.

Even when a sporting ban and/or prison term has been served, the longer term and lasting consequence is that the participant's reputation will be ruined and it is unlikely they will be able to return to their sport in any capacity.

Not only that, but given such scandals are often covered intensively by the media, given match-fixing is a corruption and dishonesty offence, it will be difficult to get a job in any industry afterwards.



6. Key Messages to Participants

Having set out the modus operandi of match-fixers, along with the potential consequences, it is important the message stressed strongly to participants is:

Your REPUTATION

Your RESPONSIBILITY

Your CAREER

Finally, each participant must have the following “Three Rs” at the forefront of their minds:

- ✓ **Recognise** when a match-fixing approach is being made to you or you receive relevant information
- ✓ **Resist** any attempt to engage in the match-fixing activity by saying 'no'
- ✓ **Report** the incident to the appropriate person / through the relevant channel.

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