

Esports Wales

Match Fixing & Competition Manipulation Policy

Status: Board approved policy

Applies to: Directors, Staff, Volunteers, Members, Players, Officials, Clubs, Partners

Owner: Board of Directors

Integrity & Ethics Lead: Board appointed Director / Senior Officer

Review cycle: Annual

Next review due: 12 months from adoption

1. Purpose

1.1 This policy sets out **Esports Wales CIC's** ("the Company") approach to **preventing, identifying, and responding to match fixing and competition manipulation.**

1.2 It exists to:

- protect the **integrity, credibility, and fairness** of esports competitions in Wales
 - ensure confidence among players, officials, partners, and spectators
 - clearly define prohibited conduct
 - provide clear reporting and response mechanisms
 - meet governance expectations for integrity in publicly funded sport
-

2. Scope

2.1 This policy applies to:

Policy Number: P0402
Version Number: 001



Esports Wales CIC:
12372413

- all Esports Wales-sanctioned or recognised competitions and events
- online, offline, and hybrid competitive environments

2.2 It applies to all individuals involved, including:

- players and participants
- coaches, managers, and team staff
- officials and referees
- staff and volunteers
- Board members and contractors

2.3 This policy applies regardless of whether activity occurs:

- before, during, or after a competition
- in person or online
- within or outside Wales, where linked to Esports Wales competition

3. Definitions

3.1 Match Fixing

Match fixing is any deliberate act or omission aimed at **improperly influencing the outcome or course of a competition**, in whole or in part.

3.2 Competition Manipulation

Competition manipulation includes any conduct that **undermines the integrity of a competition**, including but not limited to:

- deliberately underperforming
- agreeing outcomes in advance



- manipulating in game events or statistics
 - exploiting rules or systems dishonestly
 - collusion between participants or teams
-

3.3 Betting Related Manipulation

This includes:

- fixing or manipulating outcomes for betting purposes
 - sharing inside information for betting advantage
 - placing bets on competitions in which an individual is involved, where prohibited
-

4. Zero Tolerance Position

4.1 Esports Wales adopts a **zero tolerance approach** to match fixing and competition manipulation.

4.2 Any attempt to fix, manipulate, or improperly influence competition outcomes is strictly prohibited.

5. Prohibited Conduct

The following behaviours are **strictly prohibited**:

- fixing or attempting to fix any match, game, or element of a competition
- deliberately losing or underperforming for any reason
- agreeing results or actions with another participant or team
- soliciting, accepting, or offering bribes or inducements



- sharing confidential or inside information for competitive or betting advantage
 - coercing, pressuring, or threatening others to manipulate competition
 - failing to report approaches or suspicions related to match-fixing
-

6. Esports-Specific Integrity Risks

6.1 Esports Wales recognises that esports presents **unique manipulation risks**, including:

- online anonymity
- remote competition environments
- account sharing or boosting
- exploitation of in-game mechanics or bugs
- unregulated or informal betting markets

6.2 All participants must act honestly and in good faith to protect competitive integrity.

7. Duty to Report

7.1 All individuals covered by this policy have a **duty to report**:

- any approach to fix or manipulate competition
- any suspicion of match-fixing or manipulation
- any knowledge of relevant betting-related activity

7.2 Failure to report may itself constitute a breach of this policy.

8. Reporting Concerns

Policy Number: P0402
Version Number: 001



Esports Wales CIC:
12372413

8.1 Concerns relating to match-fixing or competition manipulation may be reported through:

- the Integrity & Ethics Lead
- complaints procedures
- whistleblowing routes

8.2 Reports may be made confidentially and in good faith.

8.3 No individual will be disadvantaged for reporting concerns honestly and responsibly.

9. Responding to Allegations

9.1 Allegations of match-fixing or competition manipulation will be:

- taken seriously
- assessed promptly and impartially
- handled in accordance with principles of natural justice

9.2 Esports Wales may:

- conduct an internal investigation
 - suspend individuals or teams pending investigation
 - refer matters to external bodies, platforms, or authorities where appropriate
-

10. Sanctions

10.1 Confirmed breaches of this policy may result in:

- disqualification of individuals or teams
- suspension or banning from competition



- removal of accreditation or roles
- disciplinary or governance action
- referral to external regulators or law enforcement

10.2 Sanctions will be:

- proportionate
 - consistent
 - clearly communicated
-

11. Education & Prevention

11.1 Esports Wales will:

- promote awareness of match-fixing risks
- provide guidance and education on integrity
- support a culture of honesty and fair play

11.2 Clubs and partners are expected to support integrity education efforts.

12. Confidentiality & Information Sharing

12.1 Integrity investigations will be handled:

- confidentially
- sensitively
- on a need-to-know basis

12.2 Information may be shared where:

- required to protect competition integrity



- necessary for investigation or enforcement
 - legally or regulatorily required
-

13. Roles & Responsibilities

13.1 Board of Directors

- holds ultimate responsibility for competition integrity
- ensures appropriate policies, oversight, and enforcement

13.2 Integrity & Ethics Lead

- oversees implementation of this policy
- manages integrity reports and investigations
- reports integrity matters to the Board

13.3 All Participants

- must comply with this policy
 - must act honestly and responsibly
 - must report integrity concerns
-

14. Linked Policies & Procedures

This policy must be read alongside:

- **P0401 Integrity & Ethics Policy**
- **P0116 Whistleblowing Policy**
- **P0109 Conflicts of Interest Policy**
- **P0110 Gifts & Hospitality Policy**



- **P0303 Anti Discrimination & Anti Harassment Policy**
 - **P0213 Online Safety & Digital Safeguarding Policy**
-

15. Monitoring & Review


15.1 Esports Wales will:

- monitor integrity concerns and trends
 - review this policy annually
 - update it in response to emerging risks or governance requirements
-

16. Adoption

This Match Fixing & Competition Manipulation Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___09/03/2026___

Signed (Chair):___  ___

