

INTERNATIONAL FEDERATION OF SPORT & AQUATIC TOURISM
INDUSTRIALISTS

PERTUBUHAN PENGGIAT INDUSTRI PELANCONGAN DAN SUKAN
AKUATIK ANTARABANGSA (PPM-013-10-06022025)

IFSAT



IFSAT POLICY MANUAL (GENERAL)

2026 Version 1.2



APRIL 2026

From the President's Desk



Hello everyone,

As a newly emerging international federation, we are indeed fortunate to witness various policy frameworks development globally that were aligned to our own vision and mission. We are able to utilize these international frameworks to guide our own thought process and in turn synchronize the narrative to reach our own community. A truly global citizenship in action.

One of the most important policy regimes are the UN SDG Goals. These goals provide a universal blueprint for achieving a better and more sustainable future. By integrating these goals into our strategic planning, we can ensure that our initiatives are not only impactful on a local scale but also contribute to global progress.

We are committed to advancing quality education, sustainable economic growth, and climate action through collaboration with stakeholders.

Our ongoing evaluation and adaptation of strategies will ensure resilience in facing future challenges. Together, we can inspire change and build a legacy of sustainability, equity, and peace for future generations.

Your's truly



JENNY LEE W.Y.
PRESIDENT

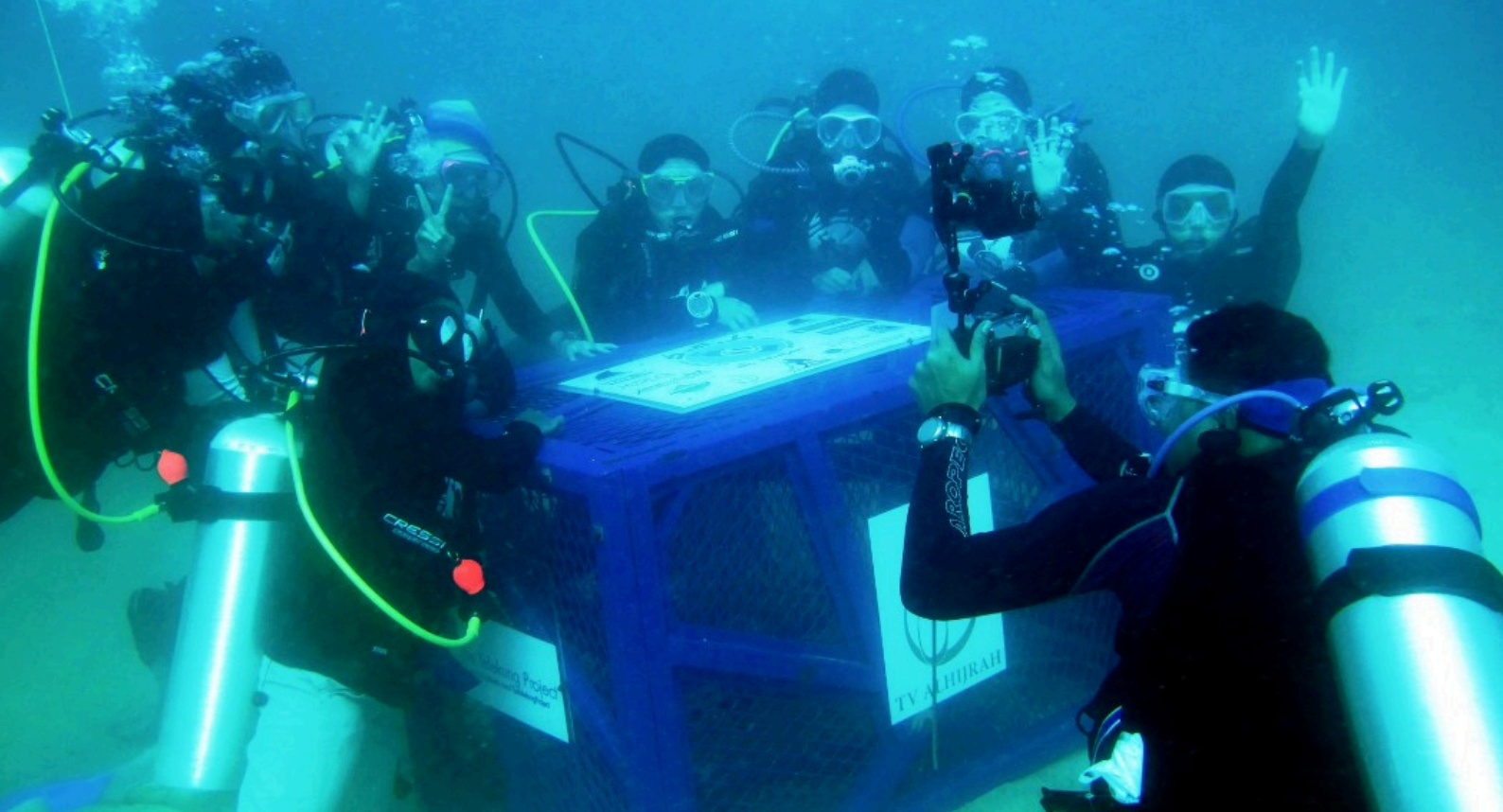


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01 Introduction



1.1. Introduction

The International Federation of Sports and Aquatic Tourism Industrialist (IFSAT) is a globally recognized non-profit federation headquartered in Malaysia, serving as the leading authority for the sports and aquatic tourism sector. IFSAT unites stakeholders worldwide under a shared mission: to advance, regulate, and strengthen the industry through professional governance, global collaboration, and sustainable practices.

As an international federation, IFSAT combines industry leadership with the responsibility of safeguarding marine and aquatic environments. It works closely with government bodies, policymakers, industry operators, academia, NGOs, and intergovernmental organizations to ensure the industry develops in a manner that is safe, ethical, environmentally responsible, and economically sustainable.

1.2. Commitment to the UN Sustainable Development Goals (SDGs):

IFSAT aligns its policies with the 2030 Agenda for Sustainable Development, contributing to multiple SDGs, including Clean Water, Economic Growth, Innovation, Sustainable Cities, Responsible Consumption, Climate Action, and more. This Policy Manual establishes a clear framework outlining the roles and ethical expectations for all associated with IFSAT, reinforcing its credibility as a professional international federation.



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Purposes & Objectives



2.1. Purposes

This Policy Manual has been developed to:

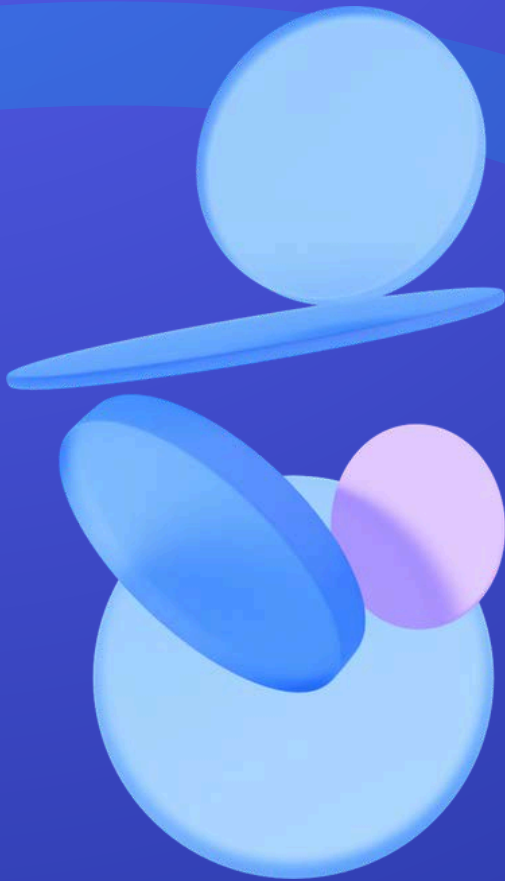
1. Define Governance Standards – Establish professional, transparent, and accountable decision-making.
2. Ensure Ethical Conduct – Set clear behavioral codes for integrity and professionalism.
3. Promote Sustainability – Support environmental protection and responsible use of aquatic resources.
4. Facilitate Industry Growth – Encourage professional development, innovation, and cross-border knowledge exchange.
5. Safeguard Stakeholders – Implement robust safety, security, and risk management measures.
6. Strengthen Collaboration – Build networks with governments, industry bodies, and global organizations.
7. Maintain Transparency – Commit to openness in financial, operational, and communication practices.

These objectives position IFSAT as a model of good governance in the global sports and aquatic tourism community.

2.2. Objectives

Objectives of this policy manual includes:

- Enhance Compliance: Ensure adherence to all relevant laws and regulations, minimizing legal risks.
 - Foster Innovation: Encourage new ideas and creative solutions to advance the industry.
 - Improve Stakeholder Engagement: Strengthen relationships with partners and stakeholders through active communication and collaboration.
 - Support Continuous Improvement: Regularly assess and refine policies to meet evolving needs and challenges.
 - Advance Knowledge Sharing: Promote the exchange of insights and experiences among members to drive collective growth and development.
-



03 Scope



3. Scope

This manual applies comprehensively to all individuals, organizations, and activities associated with IFSAT, including external engagements and collaborations

- **Office-Bearers, Executive Committees, and Staff**

1. Includes elected/appointed individuals (President, Vice Presidents, Secretary-General, Treasurer, committee chairs) and administrative/operational staff.
2. Applicability: Bound by this manual in decision-making, representation, and daily operations.
3. Responsibilities: Maintain integrity, avoid conflicts of interest, align decisions with federation objectives, and act as IFSAT ambassadors.

- **Corporate and Institutional Members**

1. Membership is exclusive to corporate entities (e.g., tourism operators, manufacturers, hospitality providers) and institutional organizations (e.g., universities, training centres, research institutes, government agencies).
2. Applicability: Adhere to IFSAT policies when engaging in federation activities or using the IFSAT brand.
3. Responsibilities: Demonstrate ethical practices, comply with industry standards, and contribute to sector growth.

- **Partners, Sponsors, and Affiliates**

1. Entities with formal agreements to support IFSAT's objectives, events, or programs.
2. Applicability: Align activities with IFSAT's values and comply with relevant sections of this manual.
3. Responsibilities: Ensure their association enhances IFSAT's reputation and mission.

- **Events, Programs, Projects, and Communications**

1. All initiatives organized, endorsed, or co-hosted by IFSAT (conferences, training, certification, campaigns, environmental projects).
2. Applicability: Meet federation standards in planning, execution, and reporting.
3. Responsibilities: Prioritize safety, inclusivity, transparency, and sustainability at every stage



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Policy Areas



1. Governance & Ethic

- Objective: Ensure integrity, impartiality, and accountability.
- Relevant SDGs: SDG 16 (Peace, Justice and Strong Institutions)
- Code of Ethics & Conduct (honesty, respect, professionalism, cultural sensitivity)
- Conflict of Interest Management (mandatory disclosure)
- Anti-Corruption & Bribery Prevention (zero tolerance)
- Accountability Mechanisms (reporting, evaluations, independent oversight)



2. Membership & Stakeholder Engagement

- Objective: Fair, transparent, and inclusive membership management.
- Relevant SDGs: SDG 17 (Partnerships for the Goals)
- Eligibility criteria
- Application & renewal procedures
- Member rights & obligations
- Partnership & sponsorship guidelines



3. Sustainability & Environmental Stewardship

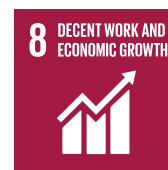
- Objective: Embed environmental responsibility across IFSAT.
- Relevant SDGs: SDG 6, 12, 13, 14, 15
- Sustainable tourism guidelines
- Marine & coastal protection
- Climate action commitments (carbon reduction, renewable energy)
- Waste management practices (recycling, reduction, responsible resource use)





4. Professional Development & Industry Growth

- Objective: Advance global standards through education and innovation.
- Relevant SDGs: SDG 4, 5, 8, 9
- Accredited certification programs
- Continuous professional development
- Innovation & research support
- Inclusivity initiatives (women and youth in leadership/technical roles)



5. Health, Safety & Risk Management

- Objective: Protect health, safety, and welfare of participants.
- Relevant SDGs: SDG 3, 11
- Occupational health & safety standards
- Risk assessment protocols
- Emergency response plans
- Safeguarding measures (children, youth, vulnerable persons)



6. Communication, Data & Transparency

- Objective: Ensure accurate, secure, and consistent communication.
- Relevant SDGs: SDG 16
- Public relations & media policy
- Data protection & privacy compliance (GDPR and equivalent laws)
- Transparency in reporting (annual financial and strategic reports)
- Digital security protocols



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Implementation & Review

1. Implementation & review

These are embedded in the following methods:



Annual Policy Review

Governance Committee reviews annually, incorporating stakeholder feedback, SDG progress, and industry evolution



Training & Induction

All office-bearers, committee members, and staff undergo policy induction & annual refresher sessions.



Compliance Monitoring

Regular internal and external audits ensure policy adherence and SDG alignment.



Continuous Improvement

Policies updated to reflect emerging trends, technologies, regulatory changes, and SDG targets

2. Enforcement

In enforcing the policies, IFSAT is committed to the following methodology:

Disciplinary Actions

Breaches may result in sanctions ranging from warnings to termination of membership or partnerships

Due Process

All alleged breaches are investigated impartially, with the right to respond and appeal

Appeals Committee

Independent panel reviews contested decisions for fairness

Legal Compliance

Enforcement actions align with relevant national and international laws, including SDG-related commitments

IFSAT'S COMMITMENT TO UN SDG



IFSAT is fully committed to the 2030 Agenda for Sustainable Development. We believe a thriving sports and aquatic tourism industry depends on healthy ecosystems, strong institutions, and inclusive growth

- *Protecting our marine and coastal ecosystems; supporting conservation and restoration projects*
- *Reducing our carbon footprint across all events; promoting renewable energy adoption*
- *Zero tolerance for corruption; transparent governance; independent oversight; public access to information*
- *We build inclusive multi-stakeholder partnerships with governments, NGOs, academia, and the private sector*
- *We support accredited certification; continuous professional development; sustainable tourism creating decent jobs*



IFSAT'S COMMITMENT TO UN SDG



IFSAT is fully committed to the 2030 Agenda for Sustainable Development. We believe a thriving sports and aquatic tourism industry depends on healthy ecosystems, strong institutions, and inclusive growth

- *Mandating waste reduction, recycling, and responsible resource use at all IFSAT events*
- *Support any programs protecting water quality and aquatic ecosystems from pollution*
- *Promoting women and youth participation in leadership and technical roles*
- *Enforcing international health, safety, and emergency response standards*



I F S A T 2 0 2 6



Empowering the Sport & Aquatic Tourism Industry, Elevating Performance

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This document was prepared as part of an internal capacity-building initiative. For further inquiries or permission to share this document externally, please contact the IFSAT at [**info@intfedsportsaquatic.org**](mailto:info@intfedsportsaquatic.org)