

Memorandum of Understanding
Between
Members of International Kabaddi
Federations and Associations

Date: 21/12/2025

1. Parties and Purpose

This Memorandum of Understanding (MoU) is entered into by and between the undersigned members of International Kabaddi Federations and Associations for the purposes of establishing a collaborative framework to ensure the positive promotion, sustainable development, integrity, and long-term success of the sport of Kabaddi worldwide by creating a new body called **Federation of International Kabaddi Federations and Associations (FIKFA)** hereinafter referred to as “**the Federation**”.

The Parties agree to work together in good faith to advance Kabaddi at all levels, to enhance its profile, and to increase participation and viewership through coordinated strategies that respect the autonomy of each member and the Federation’s constitution, regulations, and policies.

2. Nature of this MoU

This MoU is not intended to create legal relations nor to be legally binding, save for clauses 9 (Confidentiality), 10 (Intellectual Property and Branding), 12 (Data Protection), and 15 (Governing Law and Dispute Resolution), which the Parties intend to be legally binding.

The Parties acknowledge that any further binding commitments beyond this MoU will be set out in separate agreements as required.

3. Guiding Principles

The Parties adopt the following principles:

- **Integrity and Fair Play:** Commitment to anti-doping, safeguarding, anti-corruption, and fair competition standards aligned with recognised international norms.
- **Inclusivity and Accessibility:** Promotion of Kabaddi for all, across genders, ages, abilities, and communities.
- **Transparency and Accountability:** Transparent governance, responsible stewardship of resources, and reporting of activities under this MoU.
- **Collaboration and Respect:** Mutual respect for national and regional autonomy while coordinating on international objectives.

- Sustainability: Long-term planning, financial prudence, and environmental and social responsibility in events and operations.

4. Collaboration Framework

The Parties agree to collaborate through:

- **Federation’s Executive** which shall consist of three representatives nominated by each member kabaddi federation or association
- Federation’s Executive shall meet at least once a year to oversee implementation of this MoU and the recommendation and initiatives made to the Federation’s Executive by Coordination Council
- Federation’s Executive shall appoint a **Coordination Council** established under the Federation, comprising [*number to be determined*] representatives nominated by the Parties, meeting at least quarterly to oversee implementation of this MoU and to recommend initiatives to the Federation’s Executive.
- **Coordination Council** shall:-
 - Appoint and create Working Groups for key themes, including: Competition and Events; Coaching and Officiating; Participation and Grassroots; Commercial and Media; Integrity and Compliance.
 - Prepare and manage a shared annual workplan aligned with the Federation’s strategic plan, including agreed milestones, indicative budgets, and assigned leads.
 - Create and manage mechanisms for information-sharing, including a secure digital repository for policies, toolkits, and best practice case studies.

5. Shared Responsibilities

Subject to available resources and local legal requirements, the Parties will:

- Coordinate calendars to avoid scheduling conflicts and to optimise athlete welfare and broadcast windows.
- Develop and implement harmonised technical and officiating standards, including rules of play, certification pathways, and continuing professional development for coaches and officials.
- Promote athlete welfare, safeguarding, and equality policies, and adopt common minimum standards with monitoring arrangements.
- Support grassroots and schools programmes, including the development of starter kits, session plans, and teacher/coach training modules.
- Share data and insights on participation, broadcast, and commercial performance to inform evidence-based decision-making.
- Contribute to the development of a global Kabaddi brand narrative and assets for consistent use across campaigns.

6. Promotion and Marketing

The Parties will cooperate to enhance the visibility and appeal of Kabaddi through:

- A coordinated global marketing calendar featuring key international events, themed participation weeks, and digital campaigns.
- Unified branding guidelines, including logos, colour palettes, and messaging frameworks approved by the Federation's Commercial and Media Working Group.
- Content collaboration, including highlights, athlete stories, educational features, and culturally adaptive materials, to be shared across platforms using agreed asset management protocols.
- Joint media relations, including press kits, spokesperson training, and crisis communications playbooks.
- Engagement with broadcasters, streaming platforms, and sponsors, including bundled rights proposals and collaborative pitch materials, subject to applicable rights and approvals.

7. Competition Structure and Pathways

The Parties will work towards:

- A clear competition pyramid from grassroots to elite, including age-group, university, club, national, regional, and world-level championships, aligned with athlete development and welfare principles.
- Transparent qualification systems for international events, published at least 12 months in advance, with objective criteria and appeals processes consistent with the Federation's regulations.
- Event hosting standards covering venues, safety, accessibility, sustainability, and broadcast readiness, with template hosting agreements provided by the Federation.
- Programmes to develop and accredit competition managers, technical delegates, referees, and table officials.

8. Education and Capacity Building

The Parties will:

- Develop and deliver standardised curricula for coaches, officials, administrators, and event staff, including e-learning modules and in-person workshops.
- Create a mentorship scheme pairing emerging federations with more established members for targeted capability transfer.
- Establish an annual Kabaddi Congress and Knowledge Exchange Forum to review progress, share research, and set priorities for the following year.

9. Confidentiality

Each Party shall keep confidential and not disclose to any third party any non-public information identified as confidential and shared under this MoU, except as required by law, by a competent authority, or with the disclosing Party's prior written consent. This obligation survives termination for a period of three years.

10. Intellectual Property and Branding

All pre-existing intellectual property remains the property of the originating Party. Federation-owned branding, marks, and content may be used by the Parties strictly in accordance with the Federation's brand guidelines and applicable licence terms. New materials co-created under this MoU shall be owned as follows: jointly by the Parties that created them, unless otherwise agreed in writing, with the Federation granted a non-exclusive, worldwide, royalty-free licence to use, adapt, and sub-licence for the purposes of promoting Kabaddi. Each Party shall respect third-party rights and ensure necessary clearances for materials it contributes.

11. Funding and Commercial Matters

This MoU does not oblige any Party to provide funding. Where joint initiatives require funding, the Parties will develop budgets and seek revenue through sponsorship, grants, philanthropy, ticketing, merchandising, media rights, and other lawful means. Any net revenues and costs from jointly delivered projects shall be allocated according to a separate written agreement for the relevant project. The Parties will adopt principles of fair procurement, conflict-of-interest management, and financial transparency.

12. Data Protection

To the extent any Party processes personal data under this MoU, it shall comply with applicable data protection laws, implement appropriate technical and organisational measures, and enter into any additional data processing or data sharing agreements as required. The Parties shall ensure that participant consents and privacy notices are clear, accurate, and up to date.

13. Integrity, Safeguarding, and Compliance

The Parties commit to implement and enforce policies addressing anti-doping, competition manipulation, bribery and corruption, harassment, abuse, and discrimination. The Parties will establish reporting channels, case handling protocols, and access to support services, and will cooperate with investigations by competent bodies. Minimum standards shall be adopted across all member activities and events, with periodic audits by or on behalf of the Federation.

14. Monitoring, Reporting, and Evaluation

The Parties will define key performance indicators to measure growth and impact, such as participation numbers, gender balance, broadcast reach, digital engagement, coach and official accreditations, event quality metrics, and commercial outcomes. Each Party will provide periodic reports to the Coordination Council in an agreed format at least biannually, and will contribute to an annual public impact report issued by the Federation.

15. Governing Law and Dispute Resolution

This MoU shall be governed by and construed in accordance with the laws of England and Wales. The Parties will seek to resolve any dispute amicably through good-faith

discussions at the Coordination Council level within 30 days of notice. If unresolved, the dispute shall be referred to mediation under the auspices of *[organisation to be determined]* in *[venue to be determined]*. If mediation fails, the dispute shall be finally resolved by *[arbitration/litigation]* in *[forum to be determined]*. Nothing in this clause prevents a Party seeking interim relief where necessary.

16. Term, Review, and Termination

This MoU commences on the date of the last signature and continues for a period of three years, automatically renewing for successive one-year terms unless a Party gives 90 days' written notice prior to expiry. The Parties will conduct an annual review to assess progress and update priorities. Any Party may withdraw from this MoU on 90 days' written notice to the Federation and the other Parties. Termination or withdrawal does not affect accrued rights or the binding clauses identified in clause 2.

17. Notices

Notices under this MoU shall be in writing and delivered by email and one of recorded delivery or reputable courier to the addresses notified by each Party to the Federation Secretariat from time to time. Notices are deemed received on actual receipt or, if sent by courier, on the date recorded by the courier.

18. No Partnership or Agency

Nothing in this MoU creates a partnership, joint venture, or agency relationship between the Parties. No Party has authority to bind another Party or the Federation, save as expressly agreed in writing.

19. Equality, Diversity, and Sustainability

The Parties will promote equality, diversity, and inclusion across all programmes and strive to minimise environmental impacts through sustainable event practices, responsible travel policies, and adoption of relevant sustainability standards.

20. Force Majeure

No Party shall be liable for delay or failure to perform its non-monetary obligations due to events beyond its reasonable control, including acts of God, war, terrorism, civil disturbance, epidemic, pandemic, or governmental actions, provided it takes reasonable steps to mitigate and resumes performance as soon as practicable.

21. Entire Understanding and Variation

This MoU constitutes the entire understanding between the Parties regarding its subject matter and supersedes prior non-binding discussions. Any variation must be in writing and signed by or on behalf of the Parties.

22. Counterparts and Electronic Signatures

This MoU may be executed in counterparts, each of which is an original and together form one and the same instrument. Electronic signatures and scanned copies are valid and effective.

23. Signatures

Schedule 1: Initial Priority Initiatives *[non-exhaustive]*

1. Global Brand and Campaign: Develop and launch a unified “Kabaddi for All” campaign with shared assets, localisation toolkits, and coordinated activation windows.
2. Participation Growth: Roll out schools and community starter programmes in *[number]* pilot countries, including coach education and equipment micro-grants.
3. Competition Calendar: Publish a harmonised two-year international calendar with qualification criteria and athlete welfare guidelines.
4. Officiating and Coaching Pathways: Implement standardised accreditation levels and CPD requirements, with an e-learning platform and annual masterclasses.
5. Integrity Framework: Adopt minimum safeguarding and anti-corruption standards with reporting channels, training modules, and periodic compliance reviews.
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