

HYROX EVENT CODE OF CONDUCT

PURPOSE

HYROX has created the first mass-participation hybrid fitness race competition combining endurance elements with fitness workouts staged under the brand “HYROX”, namely “HYROX – the World Series of Fitness Racing”, within a global competition series format including a seasonal world championship event. HYROX organises, controls and supervises the global HYROX event series model and owns as well as markets all commercial rights relating to HYROX events and other touchpoints with third parties.

At every HYROX event, everybody plays a vital role in delivering safe, inclusive, and successful experiences. This Code of Conduct applies to all participants at a HYROX event, that is, all persons attending or involved in any capacity at a HYROX event, including in its set up or delivery or as an athlete or spectator. By attending or being involved in any capacity at a HYROX event, participants agree to abide by this Code of Conduct.

EXPECTED STANDARDS OF BEHAVIOUR

All individuals present at a HYROX event are expected to:

- Act responsibly, and respectfully at all times
- Treat all others at the event with dignity and courtesy, regardless of role or capacity
- Cooperate and comply with requests and instructions from HYROX officials and staff members regarding the events and access to and conduct within the venues of the event
- Uphold HYROX values and contribute positively to a safe and inclusive event environment

SAFETY & WELFARE

All individuals must:

- Comply with all and venue rules and any health and safety instructions
- Use equipment only as instructed and for its intended purpose
- Never place themselves or others at unnecessary risk
- Not be under the influence of alcohol, illegal drugs, or any substance that may impair their ability act reasonably and appropriately

CONDUCT THAT IS NOT ACCEPTABLE

The following behaviours including but not limited to are strictly prohibited and may result in immediate removal from the Event premises and exclusion from future HYROX events:

- Harassment, bullying, intimidation, or discrimination of any kind
- Aggressive, abusive, or threatening behaviour (verbal or physical)
- Sexual misconduct or inappropriate behaviour
- Unwanted physical contact Use of offensive, racist, sexist, inappropriate or derogatory language
- Acts or behaviours that are disruptive to the Event. Including but not limited to heckling, interrupting athletes or HYROX officials and staff
- Theft, misuse of property, or damage to Event assets
- Misuse of accreditation or attempting to access restricted areas
- Failure to follow safety instructions or Event rules
- Posting or sharing confidential or sensitive Event information

EQUALITY, DIVERSITY & INCLUSION

HYROX is committed to providing an inclusive environment free from discrimination.

All individuals must:

- Respect differences in background, identity, ability, and experience
- Support an environment where everyone feels safe, welcomed, and valued

Discriminatory behaviour of any kind will not be tolerated.

MEDIA, PHOTOGRAPHY & SOCIAL MEDIA

All individuals must:

- Respect the privacy of all participants
- Not represent themselves as official HYROX spokespeople, officials or staff members unless expressly authorised
- Direct all media or press enquiries to the appropriate HYROX representative

REPORTING CONCERNS

All individuals are encouraged and expected to speak up if something does not feel right.

Concerns may include:

- Safety issues, including but not limited to any unsafe conditions, incidents, or concerns to HYROX officials and staff
- Safeguarding concerns involving a minor
- Breaches of this Code of Conduct
- Inappropriate behaviour

Reports can be made to HYROX Official or staff members.

Threats, intimidation or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. HYROX will take appropriate action needed to prevent and respond to retaliation, in accordance with its applicable regulations, rules and policies.

BREACH OF CODE

Where HYROX in its sole discretion considers there has been a breach of this Code of Conduct by a participant, HYROX reserves the right to:

- Remove any individual from the Event premises
- Revoke accreditation or access
- Exclude individuals from current or future HYROX events or activities
- Take any other necessary action, including involving law enforcement