World No.1 September 2020: Mohamed ElShorbagy
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MESSAGE FROM THE PRESIDENT

A few weeks after the 2019 WSF AGM in Cape Town, the COVID-19 pandemic begun to spread around the world and profoundly modify our behaviours and our environment. This virus has become central to all of us, its ramifications will likely continue to affect our lives and impact the global economy for a period of time that is very difficult to predict. All our Member National Federations have been unfortunately concerned and I would like to acknowledge their remarkable resilience and their capacity to overcome these unprecedented challenges. You can rely on my continuous support to closely work with each of you in the coming months in particular to address this issue.

Today, the vast majority of squash clubs are struggling financially and even if some recent governmental measures have eased the pressure, allowing clubs to re-open under certain conditions, the end of the tunnel does not seem to be (is not) for tomorrow. The preservation of the economy will probably become the major challenge that countries will have to tackle, which is also the case for our sport. Positive signs seem to arise in specific regions, but the level of uncertainty remains evidently high, with travel restrictions still imposed on many citizens and no tangible confirmation of the eradication of COVID-19 in the coming months. As we all face personal choices with regards to protecting our health and our family, returning to a normal life represents a risk, as by exposing ourselves to the virus can potentially contribute to the development of a new COVID-19 phase.

More than ten Board e-meetings have been held since mid-March and an Executive Committee Meeting was also arranged on 16 June 2020 to ensure transparent communication and a clear assessment of the situation, so that the WSF Board can take the appropriate decisions and inform our stakeholders accordingly. Obviously, there is no one solution that fits all situations, as the evolution of the economy is really fragmented and unpredictable. Sportingly, this crisis has shown that Member National Federations and the Regional Federations remain the primary and essential interlocutors of the political and health authorities, whatever the sport concerned. We should build on these renewed relationships to define our future in a more collaborative way.

For the last months, most of our Commissions, especially the Medical Commission chaired by Dr Anne Smith, have been actively solicited and I would like to thank them for their prompt feedback and the quality of their recommendations. Their work allowed us to circulate the appropriate information to our Members and the squash community and envisage hosting our 2020 Women’s World Team and World Junior Championships in the coming months.

On the other hand, since the signature of our Memorandum of Understanding with the Professional Squash Association (PSA) in 2017, we have permanently partnered to define a new global approach, putting together our assets to better face this new environment. We all know squash has the attributes to become a global sport, which is the common objective of the WSF and PSA. Our differences represent a strength, as they reflect on the diversity of our sport. Together, we are stronger to address our main challenges and develop squash in all parts of the world amid growing competition in the sporting world.

I am convinced the solidarity and cohesiveness of the squash community is one of its main assets in this new landscape and one of the critical expectations of our Members, players, coaches and officials. However, innovation is also of the utmost importance. History indeed shows that innovation has always been instrumental to emerge from dire times and create the necessary foundation for an economic rebirth.

This mindset of innovation must help us think out-of-the-box and define new products and innovative solutions for the benefits of all squash parties. It is now mandatory to lay down the new foundations for an enduring and sustainable development of squash in all parts of the world.

The new WSF Chief Executive Officer (CEO), William Louis Marie, joined the WSF in early December 2019 and - despite the harsh conditions - he has been effectively involved in all our activities to better understand the constraints of our sport, bringing his fresh eyes to come up with new projects and provide a better service to our Members and partners.

Finally, please keep in mind the importance of innovation and adaptation. These two pillars will ensure the development of our sport and its growing appeal all over the world. Nothing is guaranteed but working as a team, aligned on our objectives and collectively committed to deliver will give us a better chance to serve our community and to emerge from this challenging time with pride and confidence.

You are all aware of the departure of Lorraine Harding in the coming weeks. Lorraine Harding has decided to retire and enjoy her life off the court. It has been a privilege to work with her for so many years and I would like to use this opportunity to heartfully thank her and wish her all the best for the future. You will be missed.
Recently, for health reasons, we have unfortunately received a letter of resignation from our Board Member, Peter Lasusa. His expertise, knowledge and commitment will be missed; I would like to thank him for his support during his tenure and wish him a prompt recovery.

I should like to extend my thanks to my Board Members, the WSF Office, Chairs and members of WSF Commissions, our Regions, Nations, PSA and partners all of whom provide great support and expertise to the WSF during this most demanding period. We must be extremely grateful for the commitment of administrators, volunteers, officials, coaches and our players who demonstrate again and again why we love squash.

Yours in sport,

Jacques Fontaine  
President
STRATEGIC PRIORITIES (Forward Plan)

Note: Although each of the following targets and plans are the objective of the WSF Executive Board, Executive Committee and the WSF Commissions in the coming year, the unprecedented, uncertainty brought about by the COVID-19 pandemic could have an impact on the what can be achieved and the timing of the projects.

**MANAGEMENT & FINANCE**

| a | Maintain and enhance the strength and stability of the WSF and squash in conjunction with Regions and Nations, providing support and ensuring the appropriate staff structure |
| b | Review all WSF subscriptions e.g. membership, Squash Personal Identification Number (SPIN) and coaching, in conjunction with Commissions. Specifically, to liaise with PSA concerning the SPIN membership requirement for the WSF & PSA Satellite Tours and World Squash Officiating |
| c | Manage the SPIN and World Championship Management administration with our official solutions provider |
| d | Oversee the Application Programme Interface (API) link arrangements with WSF Certified Software providers to verify SPIN and supply results |
| e | Develop the WSF & PSA Satellite Tour and WSF Masters Tours and linked rankings |
| f | Manage the introduction of World Squash Officiating in conjunction with PSA |
| g | Maintain an active presence at all WSF Championships, major squash events and multi-sport meetings |
| h | Take forward proposed motions to improve the WSF Memorandum & Articles of Association |
| i | Secure Commission Chairs where vacant |
| j | Review our Commissions structure to ensure a better alignment with our objectives |
| k | Monitor the work of all WSF Commissions |
| l | Manage the WSF’s accounting software |
| m | Seek continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources |
| n | Expand and improve marketing and sponsorship activities via strengthened commercial management |
| o | Improve the effectiveness and efficiency of WSF generally |

**ANTI-DOPING**

| a | The Anti-Doping Programme is being outsourced in its entirety to the Independent Testing Agency (ITA) for them to manage from October 2020 |

**ATHLETES**

| a | Provide a forum in partnership with PSA for athletes to express their views and for their opinions to be heard in the WSF |
| b | Provide a forum in partnership with PSA for athletes to express their views and for their opinions to be heard in the WSF |
| c | Inform athletes about WSF activities |
| d | Support the WSF with the administration, promotion and development of Squash |
| e | Consider issues related to athletes and provide advice to the WSF |
| f | Engage with projects that protect and support clean athletes on and off the field of play |
| g | Represent the rights and interests of athletes |
| h | Consult with athletes in the evaluation of the Rules and Regulations of Squash and provide feedback to the WSF |
CHAMPIONSHIPS

a) To ensure the postponed World Championships in 2020 fit well into 2021 World Calendar and run smoothly
b) Continue to ensure that all events are conducted to the highest possible standards, with the degree of competence that is required and in accordance with the WSF World Championship Regulations and tender commitments
c) Fine-tune pre-event communication procedures
d) Provide updated tenders and liaise with Regional Federations regarding the possibility of Championships coming from their region
e) Provide information to potential hosts and confer with them on possible bids
f) Provide full support to Championship hosts
g) Ensure that the full range of world titles are offered
h) Review and update World Championship Regulations and closely monitor the implementation of the changes of the Championship Regulations
i) Continue to develop the worldwide player registration system SPIN
j) Maintain the WSF World Championship online entry system under our official solutions provider
k) Ensure our events software system meet the needs of hosts, players and the media
l) Maintain a World Calendar
m) Liaise with the Junior and Masters Commissions to support the WSF & PSA Satellite Tour and Masters Tour respectively

COMMERCIAL

a) Build upon the development of marketing along with commercial and sponsorship relationships
b) Communicate in as targeted a way as possible to assist our Regional and National Federations in marketing matters
c) Continue to develop WSF branding and visibility
d) Assess possible changes that may impact upon squash
e) Maintain our relationships with current partners
f) Prepare global sponsorship and partnership proposals
g) Work towards making the WSF more identifiable

COMMUNICATIONS

a) Maintain and develop WSF media management
b) Assist Regional and National Federations in media matters
c) Continue the current result service, quality of website and bi-monthly WSF Newsletter
d) Nurture new media contacts globally to expand the number of outlets receiving WSF news
e) Upgrade the presentation and navigability of the WSF website
f) Ensure that the media output for all World Championships is effectively managed and maximised
### COURTS & EQUIPMENT

- a) Ensure compliance with specifications for courts, rackets and other equipment
- b) Respond to technical queries in a timely manner
- c) Provide technical support to Accredited Companies and their customers
- d) Promote and support the Product and Company Accreditation programmes
- e) Respond to any technical enquires resulting from the Court Registration scheme
- f) Monitor and recommend amendments to the Squash Court Specification, as necessary
- g) Evaluate applications for Product Accreditation, carry out site inspections and report on suitability for approval
- h) Manage the expanded technical information for WSF Accredited Products for the website listing
- i) Continue development of a new type of temporary squash court to help develop the sport to a wider market
- j) Administer the Squash and Squash 57 Ball Approval and Certified Eyewear programmes
- k) Monitor and assist with enquiries regarding Accreditation wall testing requirements
- l) Further develop the link between the website’s WSF court specification and the Accredited companies on the WSF website

### DEVELOPMENT

- a) Ask National Federations to share their successful case studies for adding to website resources; giving templates and ideas for a range of introductory, school and other programme models that are made available for the sport to review, adapt and use
- b) Study squash participation of the World University Championship and find out the ways that WSF can help the National Federations to support this event, ultimately aiming to bring squash into World University Games
- c) Initiate a World Development Conference to provide an interchange of ideas and initiatives
- d) Liaise with Regional Federations on possible joint opportunities to support nations in the development field

### DISCIPLINARY

- a) Continue to monitor any disciplinary incidents at WSF events and recommend actions
- b) Update the WSF Code of Conduct as necessary
- c) Continue to refine the Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Regional Federations
- d) Maintain development of offence benchmark penalties

### ETHICS

- a) Maintain the framework of ethical principles
- b) Investigate any complaints made pursuant to the Code of Ethics
- c) Implement appropriate changes to operational procedures, because of all amendments to the Code of Ethics
- d) Monitor the amendments to the Code of Ethics
## GOVERNANCE & AUDIT

a) To support the staff in transition from long serving to new through the year  
b) To continue to provide advice to the Executive Board on a range of options to adjust for the effects of travel restrictions due to COVID-19 in general and the 2020 AGM in particular  
c) To maintain the improvement in the quality of the monthly accounting reports and the year-end accounts  
d) To continue to improve the relationship with the Auditors, including their confidence in the solvency of the WSF  
e) To continue to enhance the budgeting process  
f) To monitor and enhance the risk register for the WSF, including the proposed mitigation strategies  
g) Continue to provide advice to the Executive Board on improvements in Governance  
h) Ensure after the elections that the Conflict of Interest register is updated for any new directors  
i) Create an accountability framework for the regions to account for their receipt of SPIN monies

## JUNIOR

a) Continue to work with the PSA to monitor the WSF & PSA Satellite Tour  
b) Review regulations and general arrangements for the World Junior Championships  
c) Endeavour to establish new Regulations to establish a more accurate WSF Junior Under-19 Ranking that may eventually be used for seeding purposes

## MAJOR GAMES

a) Work on continuance or inclusion of squash in all Major Games worldwide  
b) Liaise with major Esports organisations to gauge the possibility to include an eSquash competition  
c) Liaise on format updating to balance medal opportunities with player and spectator benefits and - where possible - increase the squash events staged as part of Major Games Programmes

## MASTERS

a) Develop and promote the World Masters Tour to National Federations and Event Organisers  
b) Improve wsfmasters.com profile and content and actively support social media feeds  
c) Develop a Ranking System to support international/major events and provide a global reference for players  
d) Provide support for the World Masters Championships, 2020 (postponed to 15-21 August 2021) including establishing seeding panels  
e) Provide advice on matters, rules and regulations related to Masters Squash  
f) Liaise with WSF CEO to consider sponsorship opportunities for Masters Tour events and www.wsfmasters.com

## MEDICAL

a) Respond to medical and/or scientific questions from the CEO, Commissions and the Board
**PARA-SQUASH**

a) Regain and retain International Paralympic Committee (IPC) recognition for WSF as the governing body for all Para-Squash activities
b) Continue to work to the Para-Squash project plan 2020-2022
c) Manage Para-Squash matters on behalf of WSF
d) Attend key meetings of the IPC in the period: HoC meetings, Medical meetings and the General Assembly
e) Maintain working relations with the IPC and International Wheelchair & Amputee Sports Federation (IWAS)
f) Promote the status of the Commission as a pool of experts for the required areas of expertise rather than a mere representation
g) Establish Squash as a demonstration sport at the IWAS World Games and the IWAS Guttmann Games
h) Finalise the WSF classification and technical sport rules for Para-Squash
i) Lobby for Para-Squash inclusion in Multisport Games
j) Represent Para-Squash towards international authorities
k) Open funding sources for Para-Squash promotion

**RULES**

a) Consider further possible changes to the Rules in response to submissions received relating to the Injury and Turning Rules
b) Identify all instances of discrepancy between WSF and PSA Rules and highlight these in the standard WSF Rules. This to be published as an annexure to the Rules of Squash
c) Consider possible changes that may become necessary because of the findings of the WSF Medical Commission relating to the COVID-19 pandemic and safety protocols

**SQUASH 57**

a) Tools & Resources: set up new YouTube Squash 57 Channel with a selection of playlists (2020 Q3)
b) Balls: new specifications for Squash 57 balls (2020 Q4)
c) Coaches: develop FastPath (for squash existing coaches) and Level-0 (for new coaches) coaching qualifications for Squash 57 (2020 Q4)
d) Rules: re-publish the detailed Squash 57 rules with clearer wording and new ball specifications (2020 Q4)
e) WSF Survey: actively participate and sign-off on the Squash 57 questions within the survey (2020 Q4); Use the results of the survey to evolve the Squash 57 Commission’s Forward Plan (2021 Q1)
f) Competitions: push forward with partnership with the WSF’s Masters Commission in the hope that we can leverage the global masters squash world’s events and processes to deliver Squash 57 events (2021 Q1 though dependent on others)

**WORLD SQUASH COACHING - WSC**

a) Disseminate relevant resources to Regional and National Federations and others, via the WSF website. A Coaches Newsletter is being planned
b) Continue running WSF Coach Education Courses at all three levels in all regions
c) Conduct the annual WSF Coaching Conference
d) Continue Tutor training for all levels in all regions
e) Assist National Federations with squash development programmes in conjunction with regions, as and when requested
f) Complete and launch the “Foundation Coach Course”
a) Oversee the smooth transition of WSO Launch including:
   - Developing clear working practices, reporting and responsibilities within the WSO set up
   - Agreeing clearly defined membership targets
   - Ensuring financial risks are highlighted via robust scenario planning
   - Developing working relationships with all National Federations
   - Supporting all National Federations where appropriate on their journey across to WSO
   - Ensuring the Advisory Board continues to contribute where appropriate

b) Map out Phase-2 of WSO to include all Level-4 and 5 materials

c) Develop Appraiser (Assessor) resources within WSO to establish worldwide Appraiser infrastructure in Phase-2

World Junior Individual Champions 2019: Hania El Hammamy and Mostafa Asal
# WORLD SQUASH FEDERATION

## PATRON
HRH Tunku Imran

## EMERITUS PRESIDENT
Jahangir Khan

## EXECUTIVE BOARD
**President**
Jacques Fontaine

**Vice-Presidents**
- Sarah Fitz-Gerald
- Pablo Serna
- Huang Ying How

## EXECUTIVE COMMITTEE
**Regional Vice-Presidents**
- **Africa** - Hany Hamouda
- **Asia** - David Mui
- **Europe** - Hugo Hannes
- **Oceania** - Jim O’Grady
- **Pan-America** – Francisco Paradisi

**PSA Representative**
Alex Gough

**Athletes’ Representatives**
- Sarah-Jane Perry
- Ali Farag

## EXECUTIVE STAFF
**Chief Executive Officer**
William Louis-Marie

**Operations Manager**
Lorraine Harding

**Operations Assistant**
Carol Hackett
FINANCIAL REPORT

OPERATIONS

Operations yielded a profit of £19,323; the WSF has reserves of £10,000 in its liquidity account.

INCOME

The Federation’s turnover for the year was £418,032; a 11.37% decrease on budget. The major categories of income and their variances against budget were:

<table>
<thead>
<tr>
<th>Income Category</th>
<th>Amount</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Fees</td>
<td>£140,471</td>
<td>- down 0.10% on budget</td>
</tr>
<tr>
<td>Accreditation</td>
<td>£161,015</td>
<td>- down 1.04% on budget</td>
</tr>
<tr>
<td>SPIN Registration</td>
<td>£16,176</td>
<td>- down 58.42% on budget</td>
</tr>
<tr>
<td>Championship Rights Fees</td>
<td>£25,885</td>
<td>- down 4.96% on budget</td>
</tr>
</tbody>
</table>

MEMBERSHIP FEES

The WSF’s funding from membership fees closed at £140,471 for the year, the very small decrease was a result of non-receipt of Associate membership fees.

ACCREDITATION & APPROVAL SCHEMES

WSF Accreditation, Approval and Certification fees for the year totalled £161,015. Despite a 3% increase in fees, the slight decrease was a result of an Accredited Product and Approved Ball not renewing. The WSF gratefully acknowledges the continued support of all companies for its Accreditation, Approval and Certification programmes.

Companies with WSF Accredited, Approved and/or Certified Products:

- Acer Flooring
- A Best Enterprises Inc.
- Action Floor Systems LLC
- Armourcoat Ltd
- ASB Systembau Horst Babinsky GmbH
- Boen AS
- Bollé
- CGG (GuoGuang Squash)
- Club Locker
- Connor Sports Flooring
- Courtcraft Ltd
- Courtwall GmbH
- CT Management GmbH (formerly CourtTech)
- Dunlop Slazenger Int. Ltd
- Eye
- Fiberesin Industries Inc.
- Fu-Jen Chemical Co Ltd (Taiball)
- GSG B.V. (Glas Specialisme Gooiland)
- Grays
- Hamberger Flooring GmbH & Co. KG
- Hollman Inc
- Harrow
- Head Sport AG
- Huashen Rubber Co Ltd
- I-Mask
- Junckers Industrier A/S
- Karakal UK
- Oliver
- Opfeel (formerly Artengo)
- P360 (Protec)
- Prestige Sports Systems
- MR Price Sport
- Prospec Ltd
- Rebound
- Salming
- Syncotts International
- Tarkett France
- Tecnifibre
- Teuton
- The Court Company
- Victor International GmbH
- Visual Reality
GRANTS & SPONSORSHIP INCOME

The International Olympic Committee contributes a Programme Development Grant in the sum of $32,000, as it does annually for all IOC Recognised International Federations; a third of which must be used in support of the WSF's Anti-Doping programme, with the remainder matching expenditure on Developmental programmes. The WSF is grateful to receive all such support. The total income from grants was £35,221, the increase on budget was a result of a Business Support Grant granted by the UK Government to support small businesses during COVID-19 lockdown.

SQUASH PERSONAL IDENTIFICATION NUMBER

Squash Personal Identification Number (SPIN) Registration total income was £16,176, a significant decrease on budget, as there are fewer registrations due to perceived issues with General Data Protection.

CHAMPIONSHIPS RIGHTS FEES

Rights Fee income was £25,885, the decrease was a result of the World Hardball Doubles Championships not taking place.

ACKNOWLEDGEMENT

The WSF gratefully acknowledges the indirect contributions that are made to its operations by Officers, Commission personnel and their supporters. The President, Vice-Presidents and many Commission members make an indirect financial contribution to the WSF by using their personal telephone and email systems or those of their National Federation and/or private companies, which greatly assists the WSF’s finances.

EXPENDITURE

Expenditure for the year totalled £398,709, down 13.86% against budget. The major categories of expenditure and their variances against budget were:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>£87,296</td>
<td>- down 74% against budget</td>
</tr>
<tr>
<td>Establishment (office) Costs</td>
<td>£16,853</td>
<td>- up 18.46% against budget</td>
</tr>
<tr>
<td>Administration Overheads</td>
<td>£74,596</td>
<td>- down 10.37% against budget</td>
</tr>
<tr>
<td>WSF Commission/Activities</td>
<td>£82,181</td>
<td>- down 50.44% against budget</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>£31,791</td>
<td>- up 81.87% against budget</td>
</tr>
<tr>
<td>Consultancy Fees</td>
<td>£46,947</td>
<td>- not budgeted for</td>
</tr>
</tbody>
</table>

SALARIES

The large decrease in Salaries, is a result of the resignation of the previous Chief Executive, who was an employee of the WSF and who has been replaced by William Louis-Marie who works on a consultancy basis, as he lives in France.

ESTABLISHMENT COSTS

Establishment costs, which includes rent, rates, light, heat, repairs to property and depreciation of tangible assets totalled £16,853 the increase was a result of depreciating the World Squash Officiating development costs.
Administrative overheads, which includes items such as staff and office travel and expenses, membership subscriptions to international sporting organisation, Annual General Meeting costs and Information Technology, totalled £74,596. The decrease on budget can be attributed to travel restrictions from March 2020 when COVID-19 lockdown commenced.

WSF Commission expenditure was £82,181; this decrease is mainly due to several initiatives being delayed until the next financial year because of COVID-19.

Professional fees including Audit, Accountancy, Legal and Corporate Management (Isle of Man totalled £31,791, significantly up on budget this year, because of legal fees to ensure GDPR compliance. Additionally, BeBrand carried out a Strategic Review at a cost of £22,439.

This new category was created to include consultants such as William Louis-Marie (CEO) and Charlie Houlton (Championships Co-Ordinator), as neither are salaried because they are not UK residents.

WSF finances are handled from the Office, using SAGE software. Management Reports are produced for Board review, who ensure overall control and assess performance against budget. The Governance & Audit Commission also review and comment on the quarterly Management Reports. Wilkins Kennedy the WSF’s Accountants provided financial advice and payroll services during the period as well as assistance with the 2020 year-end process. A separate team, carried out the Federation’s annual audit in 2019 and 2020.

a) Managed the WSF’s accounting software
b) Sought continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources
c) Expanded and improved marketing and sponsorship activities via strengthened commercial management with the employment of the new CEO
## WORLD SQUASH FEDERATION LIMITED

### COMPANY INFORMATION

<table>
<thead>
<tr>
<th>Directors</th>
<th>J Fontaine</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Y Huang</td>
</tr>
<tr>
<td></td>
<td>P Serna</td>
</tr>
<tr>
<td></td>
<td>S Fitz-Gerald</td>
</tr>
<tr>
<td>Company number</td>
<td>079771C (Isle of Man)</td>
</tr>
<tr>
<td>Registered Office</td>
<td>Azets Audit Services</td>
</tr>
<tr>
<td></td>
<td>5 Yeomans Court</td>
</tr>
<tr>
<td></td>
<td>Ware Road</td>
</tr>
<tr>
<td></td>
<td>Hertford</td>
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<tr>
<td></td>
<td>SG13 7HJ</td>
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</tbody>
</table>
WORLD SQUASH FEDERATION LIMITED

DIRECTOR’ REPORT

FOR THE YEAR ENDED 30 JUNE 2020

The directors present their annual report and financial statements for the year ended 30 June 2020.

Principal activities
The principal activity of the company continued to be that of the global governing body for the sport of squash.

Directors
The directors who held office during the year and up to the date of signature of the financial statements were as follows:

J Fontaine
Y Huang
P Serna
S Fitz-Gerald
P Lasusa

(Resigned 11 August 2020)

Auditor
On 7 September 2020 Group Audit Service Limited trading as Wilkins Kennedy Audit Services changed its name to Azets Audit Services Limited. The name they practice under is Azets Audit Services and accordingly they have signed their report in their new name.

Statement of directors’ responsibilities
The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

• select suitable accounting policies and then apply them consistently;
• make judgements and accounting estimates that are reasonable and prudent;
• prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company’s transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Isle of Man Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to auditor
So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company’s auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company’s auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.
## World Squash Federation Limited

### Profit and Loss Account

*For the Year Ended 30 June 2020*

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Turnover</td>
<td>418,032</td>
<td>589,358</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>(398,709)</td>
<td>(543,265)</td>
</tr>
<tr>
<td></td>
<td>_______</td>
<td>_______</td>
</tr>
<tr>
<td>Profit before taxation</td>
<td>19,323</td>
<td>46,093</td>
</tr>
<tr>
<td>Tax on profit</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Profit for the financial year</td>
<td>19,323</td>
<td>46,093</td>
</tr>
</tbody>
</table>

======  ======

## WORLD SQUASH FEDERATION LIMITED

### BALANCE SHEET

**AS AT 30 JUNE 2020**

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>4</td>
<td>25,828</td>
<td>2,018</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>5</td>
<td>43,498</td>
<td>38,379</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td></td>
<td>188,987</td>
<td>210,842</td>
</tr>
<tr>
<td></td>
<td></td>
<td>232,485</td>
<td>249,221</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due within one year</strong></td>
<td>6</td>
<td>(207,531)</td>
<td>(211,370)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td></td>
<td>24,954</td>
<td>37,851</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td></td>
<td>50,782</td>
<td>39,869</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due after more than one year</strong></td>
<td>7</td>
<td>(30,602)</td>
<td>(39,013)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td>20,180</td>
<td>856</td>
</tr>
<tr>
<td></td>
<td></td>
<td>======</td>
<td>======</td>
</tr>
<tr>
<td><strong>Capital and reserves</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Called up share capital</td>
<td>9</td>
<td>52</td>
<td>51</td>
</tr>
<tr>
<td>Profit and loss reserves</td>
<td></td>
<td>20,128</td>
<td>805</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td></td>
<td>20,180</td>
<td>856</td>
</tr>
<tr>
<td></td>
<td></td>
<td>======</td>
<td>======</td>
</tr>
</tbody>
</table>

These financial statements have been prepared in accordance with the provisions of the Isle of Man Companies Act applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on 28 September 2020 and are signed on its behalf by:

J Fontaine

**Director**

**Company Registration No. 079771C (Isle of Man)**
# WORLD SQUASH FEDERATION LIMITED

## STATEMENT OF CHANGES IN EQUITY

*FOR THE YEAR ENDED 30 JUNE 2020*

<table>
<thead>
<tr>
<th>Notes</th>
<th>Share Capital</th>
<th>Profit &amp; loss reserves</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

### Balance at 1 July 2018

- Balance at 1 July 2018: 50 (45,288) (45,238)

### Year ended 30 June 2019:

- Profit and total comprehensive income for the year: - 46,093 46,093
- Issue of share capital: 9 1 - 1

### Balance at 30 June 2019

- Balance at 30 June 2019: 51 805 856

### Year ended 30 June 2020:

- Profit and total comprehensive income for the year: - 19,323 19,323
- Issue of share capital: 9 1 - 1

### Balance at 30 June 2020

- Balance at 30 June 2020: 52 20,128 20,180

===== ===== =====
1 **Accounting policies**

**Company information**
World Squash Federation Limited is a private company, limited by shares, registered in the Isle of Man. The company's registered number and registered office address can be found on the Company Information page.

**1.1 Accounting convention**
These financial statements have been prepared in accordance with the provisions of Section 1A "Small Entities" of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Isle of Man Companies Act.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

**1.2 Going concern**
The financial statements are prepared on a going concern basis. The use of the going concern basis of accounting is appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern on the basis that group undertakings will continue to support the company.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern. For example, the extent of the impact of coronavirus is unclear and it is difficult to evaluate all the potential implications on the company's trade, customers, suppliers and the wider economy.

**1.3 Turnover**
Turnover is measured at the fair value of the consideration received or receivable. Turnover represents net invoiced sales of membership subscriptions, grants, donations and accreditation fees.

Turnover from membership subscriptions, grants, donations and accreditation fees are recognised on the accruals basis and are recognised in the accounts in the period for which it relates.

**1.4 Tangible fixed assets**
Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Fixtures and fittings 33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to profit or loss.

**1.5 Cash and cash equivalents**
Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.
1. Accounting policies

1.6 Trade and other debtors
Trade and other debtors are measured at transaction price less any impairment unless the arrangement constitutes a financing transaction in which case the transaction is measured at the present value of the future receipts discounted at the prevailing market rate of interest. Loans are initially measured at fair value and are subsequently measured at amortised cost using the effective interest method less any impairment.

1.7 Trade and other creditors
Trade and other creditors are measured at their transaction price unless the arrangement constitutes a financing transaction in which case the transaction is measured at present value of future payments discounted at prevailing market rate of interest. Other financial liabilities are initially measured at fair value net of their transaction costs. They are subsequently measured at amortised cost using the effective interest method.

1.8 Employee benefits
The costs of short-term employee benefits are recognised as a liability and an expense unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee’s services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits
Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.10 Leases
Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

1.11 Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.12 Foreign exchange
Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.
2 Judgements and key sources of estimation uncertainty
In the application of the company’s accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The directors consider that there are no significant judgements and estimates in preparation of these accounts.

3 Employees
The average monthly number of persons (including directors) employed by the company during the year was:

<table>
<thead>
<tr>
<th></th>
<th>2020 Number</th>
<th>2019 Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

4 Tangible fixed assets

<table>
<thead>
<tr>
<th></th>
<th>Plant and machinery etc £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost</strong></td>
<td></td>
</tr>
<tr>
<td>At 1 July 2019</td>
<td>12,179</td>
</tr>
<tr>
<td>Additions</td>
<td>27,999</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>At 30 June 2020</td>
<td>40,178</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Depreciation and impairment</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 July 2019</td>
</tr>
<tr>
<td>Depreciation charged in the year</td>
</tr>
<tr>
<td>At 30 June 2020</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Carrying amount</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 30 June 2020</td>
</tr>
<tr>
<td>At 30 June 2019</td>
</tr>
</tbody>
</table>
### 5 Debtors

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amounts falling due within one year:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade debtors</td>
<td>18,747</td>
<td>4,137</td>
</tr>
<tr>
<td>Other debtors</td>
<td>24,751</td>
<td>34,242</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>43,498</strong></td>
<td><strong>38,379</strong></td>
</tr>
</tbody>
</table>

### 6 Creditors: amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>-</td>
<td>2,798</td>
</tr>
<tr>
<td>Entry fee deposits</td>
<td>29,072</td>
<td>44,823</td>
</tr>
<tr>
<td>Deferred income</td>
<td>167,603</td>
<td>151,673</td>
</tr>
<tr>
<td>Accruals</td>
<td>10,836</td>
<td>12,076</td>
</tr>
<tr>
<td>Other creditors</td>
<td>21</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>207,532</strong></td>
<td><strong>211,370</strong></td>
</tr>
</tbody>
</table>

Other creditors relates to deferred income for membership and accreditation fees received in respect of the period ending 30 June 2021.

### 7 Creditors: amounts falling due after more than one year

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred income</td>
<td>30,602</td>
<td>39,013</td>
</tr>
</tbody>
</table>

Other creditors relates to deferred income falling due after more than one year for World Championship Rights Fees received in respect of periods after 30 June 2021.

### 8 Operating lease commitments

**Lessee**
At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, as follows:

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td></td>
<td>7,000</td>
<td>14,000</td>
</tr>
</tbody>
</table>
## 9 Called up share capital

<table>
<thead>
<tr>
<th>Ordinary share capital</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issued and fully paid</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Ordinary of £1 each</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>50 Redeemable of £1 each</td>
<td>50</td>
<td>49</td>
</tr>
<tr>
<td></td>
<td>52</td>
<td>51</td>
</tr>
<tr>
<td></td>
<td>===</td>
<td>===</td>
</tr>
</tbody>
</table>

Redeemable shares are held by affiliated organisations and are redeemable by the company in accordance with the articles. On redemption the company shall repay the capital paid on each share. These shares do not have a fixed redemption date.

**Guaranteed Capital:**

£78 of guaranteed capital from full members of the World Squash Federation are payable in the event of liquidation of the company.
### WORLD SQUASH FEDERATION LIMITED

**DETAILED TRADING AND PROFIT AND LOSS ACCOUNT**

*FOR THE YEAR ENDED 30 JUNE 2020*

<table>
<thead>
<tr>
<th>Turnover</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees</td>
<td>140,471</td>
<td>136,104</td>
</tr>
<tr>
<td>Grants</td>
<td>35,221</td>
<td>24,054</td>
</tr>
<tr>
<td>Accreditation</td>
<td>161,015</td>
<td>166,759</td>
</tr>
<tr>
<td>Friends of World Squash</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>World championship levies</td>
<td>25,885</td>
<td>41,899</td>
</tr>
<tr>
<td>Other income</td>
<td>39,164</td>
<td>82,675</td>
</tr>
<tr>
<td>SPIN registration</td>
<td>16,176</td>
<td>30,466</td>
</tr>
<tr>
<td>Ambassador programme income</td>
<td>-</td>
<td>22,726</td>
</tr>
<tr>
<td>IOC Bid donations</td>
<td>-</td>
<td>84,575</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>418,032</strong></td>
<td><strong>589,358</strong></td>
</tr>
</tbody>
</table>
WORLD SQUASH FEDERATION LIMITED

DETAILED TRADING AND PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2020

<table>
<thead>
<tr>
<th>Administrative expenses</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>78,623</td>
<td>128,128</td>
</tr>
<tr>
<td>Staff pension costs</td>
<td>8,673</td>
<td>9,561</td>
</tr>
<tr>
<td>Rates</td>
<td>7,000</td>
<td>7,262</td>
</tr>
<tr>
<td>Power, light and heat</td>
<td>932</td>
<td>1,260</td>
</tr>
<tr>
<td>Property repairs and maintenance</td>
<td>78</td>
<td>537</td>
</tr>
<tr>
<td>Premises insurance</td>
<td>4,654</td>
<td>4,203</td>
</tr>
<tr>
<td>Computer running costs</td>
<td>6,883</td>
<td>8,259</td>
</tr>
<tr>
<td>Healthcare</td>
<td>-</td>
<td>3,821</td>
</tr>
<tr>
<td>Publications</td>
<td>1,406</td>
<td>2,519</td>
</tr>
<tr>
<td>Membership subscriptions</td>
<td>6,017</td>
<td>5,541</td>
</tr>
<tr>
<td>Coaching commission</td>
<td>12,827</td>
<td>10,569</td>
</tr>
<tr>
<td>Squash 57 commission</td>
<td>235</td>
<td>647</td>
</tr>
<tr>
<td>Championship commission</td>
<td>3,778</td>
<td>8,722</td>
</tr>
<tr>
<td>Para-squash commission</td>
<td>1,326</td>
<td>493</td>
</tr>
<tr>
<td>Masters commission</td>
<td>-</td>
<td>2,500</td>
</tr>
<tr>
<td>World Squash officiating</td>
<td>872</td>
<td>32,728</td>
</tr>
<tr>
<td>Courts and equipment commission</td>
<td>10,179</td>
<td>8,452</td>
</tr>
<tr>
<td>Anti-Doping and Medi commission</td>
<td>26,016</td>
<td>36,023</td>
</tr>
<tr>
<td>Major games commission</td>
<td>4,300</td>
<td>5,740</td>
</tr>
<tr>
<td>Marketing commission</td>
<td>3,800</td>
<td>4,000</td>
</tr>
<tr>
<td>Media commission</td>
<td>18,848</td>
<td>16,070</td>
</tr>
<tr>
<td>Annual general meeting</td>
<td>7,865</td>
<td>10,375</td>
</tr>
<tr>
<td>Ambassador programme exp</td>
<td>6,363</td>
<td>22,100</td>
</tr>
<tr>
<td>Olympic bid travel and exp</td>
<td>-</td>
<td>144,546</td>
</tr>
<tr>
<td>Travelling expenses</td>
<td>39,547</td>
<td>21,674</td>
</tr>
<tr>
<td>SPIN and Visual reality</td>
<td>17,005</td>
<td>13,860</td>
</tr>
<tr>
<td>Legal and professional fees</td>
<td>42,491</td>
<td>9,655</td>
</tr>
<tr>
<td>Consultant fees</td>
<td>46,947</td>
<td>-</td>
</tr>
<tr>
<td>Accountancy</td>
<td>6,789</td>
<td>3,605</td>
</tr>
<tr>
<td>Audit fees</td>
<td>4,950</td>
<td>3,783</td>
</tr>
<tr>
<td>Bank charges</td>
<td>1,903</td>
<td>2,625</td>
</tr>
<tr>
<td>Provision for doubtful debts</td>
<td>9,999</td>
<td>-</td>
</tr>
<tr>
<td>Printing and stationery</td>
<td>2,466</td>
<td>2,227</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>5,285</td>
<td>8,803</td>
</tr>
<tr>
<td>Sundry expenses</td>
<td>6,533</td>
<td>1,496</td>
</tr>
<tr>
<td>Depreciation</td>
<td>4,189</td>
<td>1,481</td>
</tr>
<tr>
<td>Profit or loss on foreign exchange</td>
<td>(70)</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating profit</td>
<td>19,323</td>
<td>46,093</td>
</tr>
</tbody>
</table>

(398,709) (543,265)
EXECUTIVE COMMITTEE REPORT 2019/2020

1. PERIOD OF THE REPORT

1.1. This report covers the period between the 2019 and 2020 Annual General Meetings. However, due to publication timings, the report only includes information since the last report up to 31 August 2020. The WSF’s financial year is 1 July to 30 June and the membership year is 1 January to 31 December.

2. WSF OFFICE & ADMINISTRATION

2.1. World Squash Federation Limited continues to trade as a limited liability company in the Isle of Man (Company Number 079771C) following its incorporation on 1 July 1996.

2.2. Registrations. There were no registrations during the period, as there were no elections at the 2019 AGM. However, due to Health issues Peter Lasusa resigned as a Director. Dixcart, the WSF’s Isle of Man Management Company were informed accordingly.

2.3. Premises. The WSF continues to maintain its Administrative Office at 25 Russell Street, Hastings, East Sussex TN34 1QU.

2.4. Staff. Andrew Shelley finished as WSF advisor in September and William Louis-Marie assumed the role of CEO in December. Jasmine Pascoe (Assistant Operations Manager) resigned in April and Carol Hackett (Operations Assistant) stepped up to full-time employment in May. Lorraine Harding (Operations Manager) retires at the end September 2020.

2.5. Data Protection. The General Data Protection Regulations (GDPR) came into effect on 25 May 2018, defining how organisations must collect, handle and store personal information. These rules apply regardless of whether data is stored electronically, on paper or on other materials. To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully. The WSF maintains Data Protection, Data Breach, Lawful Basis for Processing Data, and Website and Cookie policies along with website Terms of Reference.

Everyone who works for or with WSF has some responsibility for ensuring data is collected, stored and handled appropriately. Each group or individual that handles personal data must ensure that it is processed in line with this policy and data protection principles.

3. MEMBERSHIP

3.1. Membership Levels of the WSF increased from 150 to 151 during the period; this comprises 79 Full Members (Liechtenstein and Malta moved up from Associate), 44 Associate Members (Sierra Leone added) and 28 Squash Links. Chile has applied for Full Membership, which should be ratified at the forthcoming AGM. Regional Federations are encouraged to make every effort to increase their membership, as this is an indicator of the health of the sport and its universality.

3.2. Regional Federations continue to make a vital contribution to the growth and welfare of squash and the WSF Office maintains close contact with each of them. All five Regional Presidents serve on the Executive Committee.

4. EXECUTIVE BOARD

4.1. Executive Board. WSF President Jacques Fontaine and Vice-Presidents Sarah Fitz-Gerald, Huang Ying How, Pablo Serna and Peter Lasusa served during the period.

4.2. Meetings. The Board met in Cape Town (November 2019) and London (February 2020). Unfortunately, Peter Lasusa has been unable to attend meetings since his stroke in February 2020; all other members of the Board attended all meetings. Due to lockdown and the inability for the Executive Board to travel, e-Meetings were held in November 2019 and March, April (3), May (2), June (3), July, August and September. The next physical meeting is scheduled to take place alongside the AGM in Monaco.
4.3. Performance against Targets 2019/2020

a) Maintained and enhanced the strength and stability of the WSF and squash in conjunction with and supported by Regional and National federations
b) The review all WSF subscriptions e.g. membership, Squash Personal Identification Number (SPIN) and coaching, in conjunction with Commissions was put on hold
c) Liaison with the PSA concerning the SPIN membership requirement for the WSF & PSA Satellite Tours and World Squash Officiating is ongoing
d) Managed and administered SPIN and World Championship via Club Locker
e) Oversaw the Application Programme Interface (API) link arrangements with WSF Certified Software providers to verify SPIN and supply results
f) WSF & PSA Satellite Tour and WSF Masters Tours and respective rankings are being developed
g) The launch of World Squash Officiating was delayed until October 2020
h) Maintained an active presence at WSF Championships, major squash events and multi-sport meetings
i) Motions to improve the WSF Memorandum & Articles of Association have not been taken forward
j) Improved the effectiveness and efficiency of the WSF generally

5. EXECUTIVE COMMITTEE

5.1. The Executive Committee consists of all members of the Executive Board plus the five Regional Presidents, a representative of the PSA and two from the Athletes’ Commission.

5.2. Meetings. The Committee met in Cape Town (November 2019), London (February 2020) and e-Meetings were held in June and September. The next physical Meeting is scheduled to take place in December in Monaco.

6. STRATEGY & COMMISSION STRUCTURE

6.1. Strategy. BeBrand were employed to carry out an in-depth Strategic Review of Squash in 2019. This was presented to the membership at the 2019 AGM, resulting in less engagement from delegates than had been anticipated and some confusion about what was being presented – a Strategic Review or a Strategic Plan.

The Strategic Review was then distributed to all National Federations and selected media and broadcasters for further comment. BeBrand collated the responses and debriefed the newly appointed CEO, in anticipation of him drafting a Strategic Plan for Board consideration.

The CEO presented the revised document to the Board, which decided that an Operational Plan rather than a Strategic Plan should be produced, as candidates for the WSF Presidency are likely to bring a manifesto and any Plan already drafted should be aligned with that.

When producing the Strategic Plan in 2020, the CEO will utilise any worthwhile aspects of BeBrand’s Strategic Review.

6.2. The structure of WSF Commissions continues as before excepting that the Olympic Commission was disbanded.

6.3. Operational Outline for Commissions. Each Commission Chair (normally a specialist in the field) reports to the Board via the Board appointed liaison on the Commission (the WSF President, a Vice President or the CEP) and the WSF Office. Commission members are proposed by the Chair, Regional Federations and/or the WSF Office for review by the Board. Chairs are required to submit reports to the Board twice a year.

6.4. Selection of Chairs & Members. Chairs are recommended to the Board for selection, normally by the WSF Office. The composition of Commissions would not ordinarily exceed five persons, usually with a minimum of three Regions represented. Commission membership is reviewed every two years so that a degree of regeneration can be incorporated to maintain freshness. The next review will follow the 2020 AGM.
6.5. **Commission Chair’s Responsibilities** are to:
- Manage their Commission’s activity
- Provide six-monthly reports to the Executive Board for their consideration
- Attend the WSF Conference, if required to do so, to present their activities from the past year
- Provide data for the Executive Committee Report
- Identify areas of action for the Commission and recommend strategy and plans to the Board
- Provide an outline of the following year’s anticipated activities
- Provide a draft budget for the following year’s projected activities.

6.6. **Commission Meetings.** Routine business is carried out by email, although all Commission Chairs are encouraged to hold an e-meeting at least once a year. The WSF funds the travel and accommodation for the Chair of each Commission if a physical meeting is held but members are self-funded or, where possible, supported by the Region in which they are based.

6.7. **Performance against Targets 2019/2020**
   a) Secured vacant Commission Chairs
   b) Monitored the work of all WSF Commissions

Raneem El Welily: World No.1 when she announced her retirement in June 2020
1. ANTI-DOPING


1.2. Therapeutic Use Exemption Commission. Chair: Dr Anne Smith. Members: Dr Deborah Dudgeon, Dr Charlie Elgood and Dr Connie Lebrun.

1.3. Adverse Analytic Findings (AAF). No AAFs occurred during the period from International level athletes.

1.4. Test Distribution Plan (TDP). Testing is based on risk, both the type of substances and factors that are known to increase the potential for the use of prohibited substances. The TDP includes both in-competition and out-of-competition testing. The TDP included the required tests for Sport Specific Analysis for blood and urine.

1.5. Registered Testing Pool (RTP) Out-of-competition testing is undertaken on RTP athletes who must provide their Whereabouts all the time. Selection is based on a weighting system according to five risk criteria: a rapid rise in rankings; recent injury or sudden withdrawal from an event; Missed Tests or Filing Failures during the previous period; athletes from nations with no or limited National Anti-Doping Organisation (NADO), or information regarding possible use of prohibited substances or methods.

Twelve athletes were selected for the RTP, which then may be renewed depending upon risk criteria throughout the year. The athletes are reminded quarterly of their inclusion and the need to submit whereabouts information. As selection is based on criteria, there is no effect of gender and, as a result, there may be more men than women, or vice-versa, there could even be all men or all women.

1.6. Other Testing Pool (OTP). The standard RTP requires very detailed Whereabouts, which is quite a burden for athletes. WSF has another testing pool of athletes who are required to provide Whereabouts, but in less detail. This broadens the number of athletes tested. Athletes from the top-40 men and the top-30 women are selected for the ORTP every quarter, again based on risk criteria.

1.7. WSF Testing Programme: Out-of-competition testing, mostly urine with some blood testing on the four athletes in the Athlete Blood Passport programme, was carried out until 20 March 2020, when it was stopped due to the COVID-19 lockdown and the suspension of the PSA tour. Up to that point a total 19 urine tests, 1 ESA test, 1 GHRF test, 2 hGH tests and 2 Blood Passport tests had been conducted out-of-competition.

A total of 14 in-competition tests were carried out at in 2019 but, due to COVID-19 restrictions and the postponement of World Championships, none have been carried out in 2020.

1.8. National Anti-Doping Organisation (NADO) Tests. Through the statistical reporting programme (a WADA requirement) it was ascertained that 6 NADOs carried out tests on squash players; a total of 35 tests (15 out-of-competition and 20 in-competition).

1.9. WADA Reporting of all testing on squash athletes. The 2019 reporting figures that come from all samples analysed by WADA accredited laboratories and reported in ADAMS have yet to be published by WADA.

1.10. Missed Tests or Filing Failures. There were two Missed Tests and three Filing Failures from international level athletes in the period; an improvement on the previous year. Any athlete with any combination of three Missed Tests/Filing Failures in a 12-month period is at risk of an Anti-Doping Rule Violation (ADRV) which may result in a sanction.

1.11. Play Clean Tip Centre. The tip centre on the WSF website allows for anyone to anonymously report information regarding doping in squash athletes or the provision of prohibited substances to athletes by coaches, team managers or any athlete support personnel. One report was received during the period and the athlete will be target tested.

1.12. Therapeutic Use Exemptions. There were three applications to the WSF during the period, all of which were reviewed by the TUEC and granted.
1.13. **Prohibited List.** Substantive changes to the Prohibited List - published annually by WADA on 1 January – were posted on the WSF website and the PSA and National Federations were notified.

1.14. **The WADA Symposium,** normally attended by Dr Anne Smith and Lorraine Harding, was cancelled due to COVID-19.

1.15. **The World Anti-Doping Code** has been revised and, accordingly, the WSF Anti-Doping Rules have been updated to reflect the new WADA Code. WADA has approved the WSF’s Anti-Doping Rules, which will be presented at the 2020 AGM for adoption.

1.16. **Education.** An Outreach education programme was scheduled to take place at the 2020 World Junior Championships in Australia but had to be cancelled, as the event was postponed due to the COVID-19 pandemic.

1.17. **WADA Compliance.** The WSF remains WADA compliant and available for the WADA “Continuous Monitoring Program”.

1.18. **The International Testing Agency** (ITA) is contracted to manage the WSF’s testing programme. With Lorraine Harding’s retirement, the WSF is outsourcing all its Anti-Doping programme to the ITA from the 1 October 2020. The WSF Anti-Doping and TUE Commissions will therefore be disbanded.

1.19. **Performance against Targets 2019/2020**

   a) Developed a Test Distribution Plan for the year
   b) Established a Registered Testing Pool (RTP) and the Other Testing Pools (OTP)
   c) Published changes to the WADA Prohibited List for 2020 and notified National Federations and PSA of all substantive changes
   d) Continued with the same number of athletes in the Athlete Biological Passport Programme
   e) Target Tested athletes as required
   f) Monitored athlete whereabouts information
   g) As the 2020 World Junior Championships were postponed, the education programme was postponed
   h) Kept records of all In and Out-of-Competition testing carried out under WSF jurisdiction
   i) Recorded all Missed Tests and Filing Failures
   j) Due to Coronavirus the PSA did not carry out any In-Competition Testing at World Tour Platinum events
   k) Reported any Adverse Analytic Findings
   l) Managed any Adverse Analytical Findings as per WSF Anti-Doping Rules
   m) Published any Anti-Doping Rule Violation sanctions
   n) Acted on any “Tip Line” information as appropriate
   o) Continued to engage National Federations to establish an Anti-Doping contact
   p) Contacted National Federations every six months for a report on their Anti-Doping activity
   q) Renewed the contract with the International Testing Agency (ITA) for the provision of Anti-Doping Services
   r) The 2020 WADA Symposium was cancelled due to Coronavirus
   s) Recommended the ADeL Anti-Doping e-Learning programme to PSA athletes. Once translated into Arabic, it will become mandatory for entry into WSF World Championships

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**World Anti-Doping Agency**
2.1. **The Commission**, which is managed in partnership with the PSA, is jointly chaired by Sarah-Jane Perry and Ali Farag.

2.2. **SquashFORWARD** initiated last year brings together a worldwide group of young players to ensure a strong voice from the next generation in shaping the future of squash.

2.3. **Sporting Chance**. Provided athletes with access to Sporting Chance - the largest provider in the world of education and treatment for sporting professionals - in partnership with the PSA Foundation.

2.4. **Performance against Targets 2019/2020**
   a) Provided a forum in partnership with PSA for athletes to express their views and for their opinions to be heard in the WSF
   b) Supported SquashFORWARD, giving young athletes the opportunity to shape the future of Squash
   c) Informed athletes about WSF activities
   d) Supported the WSF with the administration, promotion and development of Squash
   e) Considered issues related to athletes and provide advice to the WSF
   f) Engaged with projects that protect and support clean athletes on and off the field of play
   g) Represented the rights and interests of athletes
   h) Consulted with athletes in the evaluation of the Rules and Regulations of Squash and provided feedback to the WSF

Nouran Gohar World No.1 September 2020
3. CHAMPIONSHIPS

3.1. Championship Regulations were continuously reviewed and general Championship matters were discussed and decided via email communication amongst members of the Commission.

3.2. World Championships held in the period (August 2019 – July 2020)
   a) Men's & Women's World Junior Individual Championships – Malaysia (30 July – 4 August 2019)
   b) Women's World Junior Team Championship – Malaysia (5 – 9 August 2019)
   c) Men's World Team Championship – USA (15 – 21 December 2019)

3.3. World Championships postponed due to the COVID-19 pandemic
   a) World University Championships
   b) Men's & Women's World Junior Individual Championships 2020
   c) Men's World Junior Team Championship 2020
   d) World Masters 2020 – Poland (rescheduled for 15-22 August 2021)
   e) Women's World Team Championship 2020

3.4. Championship Programme August 2020 – July 2021
   a) World Doubles Championships – Australia (1 – 5 July 2021)
   b) Men's and Women's World Junior Individual Championships 2021 – Egypt (Dates TBC)
   c) Women's World Junior Team Championship 2021 – Egypt (Dates TBC)

3.5. The WSF World Championship Regulations are subject to regular review by the Commission, the Board and from National Federations via the Annual General Meeting. The latest update is Version 10.0, which will be implemented on 1 January 2022, contains changes agreed by the Executive Board.

   The changes include fine-tuning the Team Championship Regulations, such as simplification of entry fee payment process, early facilitation of Team Seeding and fixing of Team Seeding, inclusion of suggestions for awards and the addition of Nationals Cup Regulations.

3.6. Performance against Targets 2019/2020
   a) The World Championships held in the second half 2019 were conducted satisfactorily under the WSF Rules and Regulations. However, due to the outbreak of COVID-19 over the world since early 2020, the World Championships which were due to be held in the first three-quarters of 2020 were postponed and cancelled
   b) The WSF Office was responsible for all pre-event procedures and processes
   c) The WSF Office provided Tender documentation and liaised with National and Regional Federations regarding the allocation of Championships
   d) Egypt has been appointed as the hosts for both the World Juniors 2021 and the Women's World Teams Championships 2022, while hosts for the World Masters and World Juniors 2022 have not been decided yet.
   e) Liaised and coordination with hosts of events and kept National Federations updated on the World Championships which were postponed and cancelled
   f) Technical Delegate training was not organised in 2019/2020 and will not be progressed due to the uncertainties in 2020/21
   g) The World Calendar continues to be updated on a regular basis
   h) The Club Locker Championship software system is regularly reviewed and fine-tuned to meet the needs of hosts, players and the media
   i) Championship Regulations continue to be reviewed and updated on the website
   j) Worked with the Junior and Masters Commissions to support the WSF & PSA Satellite Tour and Masters Tour respectively
4. COMMERCIAL


4.2. Overview. The Chair of the Commission started to focus on the development of Commercial opportunities immediately after he joined the WSF. It was clear from his early discussions with the Board, the President, the WSF office and our main partner PSA that the WSF’s capacity to generate additional revenues needed to be a priority for the sustainability of the Federation.

The WSF’s main streams of revenues – Membership fees, Championship hosting fees and Accreditation fees – have been decreasing. The contract with Club Locker was primarily set to provide additional funding for the Olympic Bid but, after the second year, we have started to encounter problems with the payment of the instalments. This difficult situation has not permitted the Commission to meet in person or virtually.

4.3. Main Activities. On a trip to Egypt last January, the Chair met two important Egyptian corporations: Talaat Mustafa Group (TMG) and Faragalla Group, both of which showed some interest in partnering with the WSF. Faragalla, who are based in Alexandria, would like to support the National Federation of Egypt in hosting major squash events in the Northern City. On the other hand, TMG has never had any activities in the sporting realm but their real estate and housing development activities include the construction of squash clubs (Madinaty city belongs to TMG). The COVID-19 crisis has unfortunately stopped all discussions which are supposed to resume before the end of this year.

The recent partnership with Global Esports Federation will also enable the WSF to meet Tencent, its founding partner, enabling the WSF to reinforce its presence in China and develop commercial opportunities.

Thanks to Malcom Kerr from the Masters Commission, we have been introduced to Sovereign Group and Lolly Wines, two companies based in Hong-Kong, with whom we are discussing the possible sponsorship of the next edition of the World Masters Championships in Poland in 2020.

The ongoing discussions with PSA related to the creation of a new Commercial structure should allow the WSF to better commercialise its assets, target new brands outside of the traditional squash sponsors and receive additional funding.

4.4. Moving forward. The current pandemic has negatively impacted the discussions with all our potential partners, especially if we consider the postponement/cancellation of our major Championships that were supposed to be held in 2020. It is hoped that we will be able to re-engage negotiations with these companies and sign new partnerships before the end of 2020. The potential to jointly commercialise our assets with PSA should create massive opportunities to tap into new markets and companies.

4.5. Performance against Targets 2019/2020

a) Built on development of marketing opportunities along with commercial and sponsorship relationships
b) Assisted Regional and National Federations in marketing matters where necessary
c) Continued to develop WSF branding and visibility
d) Assessed possible changes that may impact upon squash
e) Maintained our relationships with current partners
f) Began preparation of global sponsorship and partnership proposals
g) Worked towards making the WSF more identifiable

5. COMMUNICATIONS

5.1. The Commission is charged with guiding contemporary global communications for the WSF in support of the WSF Executive Board and office, based on strategic priorities and available resources. In consultation with the WSF CEO, communication activities were implemented accordingly.

5.2. Communications: In March 2020, the WSF began a partnership with PSA to operate WSF Communications, the obvious benefits of which are the PSA’s squash knowledge and expertise, being able to leverage SquashTV, photos and print contents and a dedicated team. The communication
strategy, while being separated by a “Chinese wall” has increased WSF communication activities significantly and improved the exposure of squash, events and the activities of its Members.

Additionally, the WSF decided to inform its members on a more regular basis with the launch of World Squash Info. This newsletter is distributed electronically and has now become the vehicle for promoting the activities of National Federations with the wider squash community.

Our sincere thanks to Howard Harding and Steve Cubbins who had managed WSF communications diligently and professional prior to this change.

5.3. Services: The following continued during the period:
- Squash news, the newsletter – World Squash Info – and the WSF’s social media output are all managed by the PSA now.
- WSF Website – the site is updated as necessary, often daily.
- Additionally, the WSF continues to disseminate a monthly WSF Calendar and regularly updates its Directory. All queries from National Federations and other key stakeholders were also managed.

5.4. Performance against Targets 2019/2020
a) Maintained and developed media management in partnership with the PSA
b) Assisted Regional and National Federations in media matters where requested
c) Continued the results service, website maintenance and newsletter production
d) Ensured that the media output for all World Championships was effectively managed and maximised

6. COURTS & EQUIPMENT

6.1. Composition. Tom Oldroyd has been in the position of Chair since January 2019 with WSF Vice-President Huang Ying How as Board Liaison. Chris Herridge, the outgoing Chair has continued to provide support and has made occasional visits as required.

6.2. Technical Queries. The Squash Court Specifications are published on the WSF website and are also included within many National Federation’s sites. Technical enquiries usually originate from the website and almost without exception are processed by email. Every enquiry received during the year was satisfactorily dealt with by directing the enquirer to an electronic version of the Court Specifications or by referring more complex issues to the Commission Chair.

6.3. Specific topics covered during the period included: technical queries from National Federations and individuals; detailed feedback and liaison with a branding consultant on the recent Olympic bid and the implications of the C-19 virus; New test criteria for eyewear; liaising on development of seismic proof glazed squash courts; construction details of new wall panels; new glazed court construction; glass wall specification and testing; details of viewing areas for cameras in glazed squash courts; floor slip resistance; mitigating expansion of timber floor construction in a humid region; reflectivity of walls; transparency of glazed court walls; interactive court specifications; clarifications on specific clauses in the WSF court specifications. Enquiries originated from all geographic regions including Guatemala, Czech Republic, China, Australia, Germany, Japan, South Africa, France, US and the UK.

6.4. The Court Specifications. The current court specifications remain unchanged.

6.5. Research. The Commission is researching the development of a new type of temporary squash court to help develop the sport to a wider market.

6.6. WSF Accredited Products. The Chair has been very active during the year, answering queries from court owners and specifiers regarding WSF Accredited Products. Several products have been awarded provisional accreditation due to the inability to travel for the majority of 2020. The WSF only endorses Accredited Products in the construction or refurbishment of squash courts. The pages on WSF Accredited Products and Companies on the WSF website are amongst the most visited of the site and provide a valuable information resource for all builders and specifiers of squash courts. The products that meet WSF Specifications and were WSF Accredited in 2019/2020 are:
  - Aacer Cush I, Aacer Cush I Plus, Aacer Flex Tri Power, Aacer Anchored Power Sleeper System,
  - Aacer Channel System
  - A Best “Doubleplay” Standard Glass Back Wall and Door
  - Altempco Tempered Glass Back Walls
Armourcoat Squash Court Plaster
Armourcoat Sounding Board System
ASB All-Glass Court
ASB Squash System Court Walls & Rainbow Court
ASB Moveable Walls
ASB Glass Back Wall
ASB-Haro Sports Model Melbourne 65 Flooring
ASB LED Squash Court Lighting
ASB Adjustable Tin
Boflex Squash
Arenaflex Squash
Singleflex Squash
CGG All-Glass Court
CGG Court Floor
CGG Court Lighting
CGG Height Adjustable Tin
Connor Squash Flooring System: Squashplay, Neoshock, Duracushion II and Rezill Sleeper DIN
Courtcraft 'RENOV8' Squash Court Wall Panel System
Courtcraft 'INNOV8' Squash Court Wall Panel System
Courtcraft 'INNOV8' Squash Court Moveable Side Wall
Courtcraft Height Adjustable Tin
Courtcraft LED Squash Court Lighting
Courtcraft/Junckers Squash Court Floor
Courtcraft Glass Back Walls & Doors
Courtwall 28mm Front Wall & 21mm Side Wall Squash Court Panels
Courtwall All-Glass Court
Courtwall Glass-Back Walls
Courtwall Plaster System
Courtwall Moveable Side Wall
Courtwall-Boen Squash Flooring
Courtwall Sound Board
Courtwall LED Lights
Courtwall X-Panel
Courtwall System 4.0 (Accreditation pending)
CT System Walls
CT Glass Back Walls
CT 4-Sided Glass Court
CT Moveable Side Wall
CT Sport Floor
CT Height Adjustable Tin
CT LED Lighting
Ellis Pearson Glass Back Walls
Fiberesin 38mm Front Wall & 28mm Side Wall Racquetball/Squash Court Wall Panels
GSG HM Type 95.2 & Type 95.2 Handicap Access, Type 95.2 COCO-B & Type 95.2 COCO-B Handicap Access, Type 95.4 & Type 95.4 Handicap Access, Type 95.4 Coco-B & Type 95.4 COCO-Handicap Access, Type 95.6 & Type 95.6 Handicap Access
HARO Sports Model Melbourne 65 Flooring
Hollman’s Panelised Squash Courts
Panelized Squash Courts
Prestige Resi-Sleeper, Resi-Panel, Bi-Power Sleeper, Bi-Power “D-B” (Double Batten) Sleeper Modified, Bi-Power Sleeper Modified, Bi-Power Channel and Bi-Power Panel Flooring Systems
Rebound Plaster
Rebound 'Sport 2000' Squash Court Paint
SylvaSquash Flooring System
Syncotts Synplast Squash Court Hard Plaster
Syncotts Glass Back Wall
Tarkett Multiflex M and Proflex M Floors.
6.7. **WSF Accredited Companies.** These are companies that offer the essential components of the complete court - four walls, floor, tin and lighting – that are independently or collectively WSF Accredited. A company may use the WSF Accredited products of another company as part of their overall components.

Current WSF Accredited Companies are:
- ASB
- Courtcraft
- CourtTech
- Courtwall

6.8. **Ball Specifications.** There have been some minor changes to the specification of the Squash 57 ball performance.

6.9. **Approved Balls** that have been tested as meeting WSF Specifications are:
- Dunlop XX Yellow Dot Championship Ball
- Eye Squash Ball
- HEAD Sport AG Yellow Dot Ball
- Karakal Squash Ball
- MR Price Sport Maxed Ball
- Opfeel SB 990 Ball
- Taiball Yellow Dot Ball
- Tecnifibre Squash Ball
- Victor/VICTEC Doppel-Gelb Ball

The Dunlop XX Yellow Dot Championship Ball is the WSF Adopted Ball for use in all WSF and Regional Championships.

6.10. **Racket Specification.** The specification for rackets remains unchanged.

6.11. **WSF Approved Rackets.** This programme is currently being reviewed.

6.12. **Performance against Targets 2019/2020**
- a) Compliance with specifications for courts, rackets and other equipment was ensured
- b) Technical queries were answered promptly
- c) Technical support was provided to Accredited Companies and their customers
- d) The Complete Court Accreditation programme was revised to indicate Accredited Products and Accredited companies
- e) Monitored and amended the Squash Court Specification as necessary
- f) Applications for Product Accreditation, were processed satisfactorily

7. **DEVELOPMENT**

7.1. **The Commission** was established to provide a more direct focus on Development. Under the Chairmanship of Emily Mak, it operates with specialist coaches and development officers who between them have experience of introductory, school, urban, coaching and marketing/promotion to fulfill their remit of introducing and maintaining the interest of players.

Ongoing tasks being worked on are to secure a host for a World Development Conference, to increase the number of resources that have been made available to National Federations on the website, featuring programmes and initiatives that look at other ways in which WSF can assist in the area of development.
7.2. **Performance against Targets 2019/2020**
   a) Development and dissemination of relevant resources to National Federations and others has been progressed, via the website
   b) Assisted Nation Federations with squash development programmes in conjunction with Regional Federations, as and when requested
   c) We are exploring the possibility of taking the lead to develop a “University Circuit” in coordination with FISU at a global level
   d) The WSF Ambassador Programme did not take place, as the benefactor is no longer funding this initiative

8. **DISCIPLINARY**

8.1. **Cases.** It is usual for the Commission to deal with some disciplinary matters following each World Championship. These typically arise from conduct strokes that are awarded during an event, they are not generally significant matters but can also involve ancillary matters such as late withdrawals. During the period of the report, the Commission only had to deal with issues from the 2019 World Junior Championships, two on court matters and one late withdrawal.

8.2. **The Integrated Disciplinary Procedure** was not utilised during the period.

8.3. **Performance against Targets 2019/2020**
   a) Monitored and processed all disciplinary incidents
   b) It was not necessary to update the WSF Code of Conduct during the period
   c) Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Regional Federations required no refinement
   d) Maintained development of offence benchmark penalties

9. **ETHICS**

9.1. **The Commission** received no complaints during the past year. The activities of the Commission were solely those required to complete a full revision of the Code of Ethics and its allied appendices. This was completed and with appropriate assistance from management it is expected that the amendments will be included on the AGM agenda for approval by National Federations.

9.2. **Performance against Targets 2019/2020**
   a) Maintained the framework of ethical principles
   b) There were no complaints raised to investigate
   c) Completed a review of operational procedures for the Commission
   d) Completed the revision of the Code of Ethics

10. **GOVERNANCE & AUDIT**

10.1. **The Commission** was established mid-2017 and, consistent with its title, its key accountabilities are monitoring and improvement of audit and financial control; budgeting and reporting; risk management and control; governance and compliance with the laws and regulations.

   The Chair of the Commission is David Mandel, and the Board Liaison is Jacques Fontaine. Janet Sairsingh has been a member of the commission since inception with Steven Indig joining in September 2018.

10.2. **Performance against Targets 2019/2020**
   a) Continued to review and improve the processes involved with the production of the monthly and year-end accounts and to satisfy the auditors as to the solvency of the WSF, which was an issue for the June 2018 accounts
   b) Maintained multi-year budgets for the WSF to ensure financial sustainability in the medium term
   c) Maintained and updated the WSF Risk Register for approval by the Board
d) While discussing with the Board the value of a charter for a Nominations Commission, introduced and had implemented a Conflict of Interest Register

e) Implementation of an accountability framework for Regional Federations to account for their SPIN funding was deferred

f) Advice was provided to the Executive Board on a range of options to adjust for the effects of travel restrictions due to COVID-19 in general and in particular the AGM

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**11. JUNIOR**

**11.1. The Commission** continues to advise on matters relating to junior squash generally; recommend specific Rules and Regulations for Junior Squash; coordinate World Junior Rankings and assist with the seeding process for junior events.

**11.2. The World Junior Championships** sadly were not held this year as scheduled, due to Coronavirus; consideration is being given to finding a suitable alternative.

**11.3. World Junior Rankings.** The Regulations for the Under-19 World Rankings are being reviewed.

**11.4. Performance against Target 2019/2020**

a) Together with PSA we are working towards having more accurate Under-19 rankings

b) Working with the Championships Commission we are updating/amending World Championships Rules and Regulations

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**12. MAJOR GAMES**

**12.1. The Commission’s** remit is to retain or gain the inclusion of Squash in all Major Games worldwide; review formats and other facets as necessary to help ensure continued participation and recommend plans for lobbying for the inclusion of Squash in Major Games.

**12.2. Major Games updates:**

a) **World Games.** Liaison with the 2021 hosts (Birmingham, Alabama) is ongoing concerning the general arrangements, and specifically, along with US Squash. We had two conference calls with the Organising Committee who confirmed their intention to use one full glass court and install three traditional temporary courts. They are working with different locations in US to identify where those courts can be moved to, after use at the Games.

b) **Olympic Youth Games (YOG):** The YOG have been postponed to 2026, maintaining the host city (Dakar, Senegal). We had conversations with the IOC prior this postponement and they confirmed Squash could not be included as there is no Squash at all within the country. However, with this new situation where there are now five years to the games, we can try to establish some squash there and re-approach the IOC for inclusion. We need to follow up on this, once COVID has passed.

c) **Commonwealth Games:** We had several meetings both face-to-face and e-meetings with the Commonwealth Games Federation (CWGF) as well as the Organising Committee and confirmed the same format as the Gold Coast. The only variation will be that Pool matches will not be played in the Doubles event and only at the knock-out phase. We agreed to work on new formats and possibilities for Mixed Teams and qualification process for 2026.

d) **Asian Games:** Squash is confirmed at the Games taking place in China. Emily Mak has been confirmed as Technical Delegate.

e) **Pan-American Games:** After several meetings with Organising Committee and Panam Sports we managed to ensure that Squash remains within the games. As of December, last year, Squash was not included but along with FPS we had meetings in Fort Lauderdale during SportAccord and attended a face-to-face meeting in Santiago with the President of Chilean Olympic Committee. We also met with IOC member and Panam Sports’ President and managed to present Squash properly to be included. We worked together also with Racquetball International Federation and Racquetball Pan American Federation, and jointly with FPS and WSF presented a final proposal. They will build a new Rackets centre. The final confirmation that Squash will be included will be during Panam Sports AGM in December.
f) **Commonwealth Youth Games**: Trinidad & Tobago were announced as replacement hosts after the 2021 Games were withdrawn from Northern Ireland. However, they have confirmed Squash is not in the programme. We will work along CWGF to be included in next edition.

g) **European Games**: We have established contacts with European Games hosts as well as the Federation and are due to have a meeting during the next six months. Poland wants to help to include Squash.

h) **Other Games 2019**: Squash has been included in the Island Games in Gibraltar, Pacific Games in Samoa, South East Asian Games in the Philippines and South Asian Games in Nepal.

12.3. **The Major Games Chart** featuring all World, Pan-regional, Regional, Sub-Regional and other Multi-Sport Games, which identifies whether squash is included or could try to gain a place on the programme, is updated regularly, indicating targets to retain participation or secure it, as appropriate.

12.4. **Performance against Targets 2019/2020**

a) Work continues on obtaining inclusion of squash in all Major Games worldwide. This is a big catalyser and opportunity to make Squash grow and help all our Member National Federations to have more links and inclusion with their own Olympic Committees.

13. MASTERS

13.1. **The Commission**. The onset of COVID-19 from January 2020 saw events grind to a halt worldwide by mid-March. The WSF Masters Commission continues to liaise as required and made modest progress in line with the last Forward Plan.

13.2. **Masters Tour and Ranking System**. Although efforts have been made to add events to the Tour (e.g. Asian Masters in September 2019) - the existing page on the WSF site administered by Steve Cubbins/Squash Site is not being sufficiently managed and updated. Visibility on the **WSF Masters Tour** site is very poor and there are various website addresses/links being used and still live for previous events as well as the World Masters Championships 2020. Further assistance from the WSF is requested to ensure that National and Regional events automatically register and link to the Masters Tour site and use the Tour logo within collateral.

13.3. **Ranking** Working Group (Pavel Sladecek, Richard Millman and Garry Irwin) continues to review results, support ongoing events (e.g. Hong Kong Open and Asian Masters) and propose system to adopt/develop for a World Masters Ranking. All result from major events since 2014 have been entered into the working draft software. We hope to be able to roll-out rankings (for internal review and seeding panels reference in advance of World Masters Championships 2020 (August 2021) refining software as may be required.

13.4. **World Masters Championships 2020**. The WSF Masters Commission liaised with WSF, European Squash and the event organisers to propose dates for the postponed World Masters Championships 2020 (now 15-21 August 2021), with qualification to be based on age as of the original event start date in 2020.
13.5. **Nations Cup.** The format for this event (previously run as an informal award in parallel with the individual championships) has also been agreed and incorporated for all future masters’ events including World Masters Championships 2020.

13.6. **Performance against Targets 2019/2020**
   a) Developing and promoting WSF World Masters Tour to Nations and Event Organisers will be progressed next year
   b) Improving wsfmasters.com profile and content and actively supporting social media feeds is ongoing
   c) Developing a ranking system to support international and major events and a provide global reference for players will continue next year
   d) Provided support to the World Masters Championships 2020 including establishing seeding panels
   e) Provided advice on matters, rules and regulations related to Masters Squash

14. **MEDICAL**

14.1. **The Medical Commission** comprises Doctor Anne Smith (Chair) and Member Derek Ryan. Its remit is to respond to any medical or scientific questions that arise from the WSF CEO, WSF Commissions or the Executive Committee.

14.2. **COVID-19 and how it affects squash.** Doctor Smith provided basic facts about SARS-COV-2 the virus causing COVID-19, how it is spread, prevention and why it has a significant potential effect on the game of squash. She was also involved with the development of the guidelines that the PSA produced for the re-opening of squash in phases and continues to provide advice as needed.

14.3. **Performance against Targets 2019/2020**
   a) Responded to requests for medical and scientific information in a timely manner

15. **PARA-SQUASH**

15.1. **COVID-19:** The ongoing crisis has naturally affected the work and targets of the Para-Squash Commission. It has impacted not only the opportunities of the Commission to stage the planning meeting but will also disable us from further lobbying for Para-Squash actions at an international level.

   As such the Commission had to move forward meeting regularly in small groups, tackling parts of the job description of the Commission per video-conferencing. The group meetings were used to discuss important questions like classification criteria following the International Paralympic Committee (IPC) Classification Model Rules, sports equipment and materials needed for Para-Squash, Medical and Anti-Doping questions specific for Para-Squash etc. So, the main target of the actions of the Para-Squash Commission for the period 2019/2020 was fully met.

15.2. **IPC Recognition.** Video-conference discussions resulted in the presentation of the re-application of WSF to the IPD for recognition of the WSF on 2 November 2019.

   On 2 March 2020, the IPC informed the WSF by a letter from the new CEO Mike Peters that the re-application was not successful. It was also outlined that full decisions on “new” recognitions would be postponed until the IPC had finalised their governance review at the end of 2021.

   It remains the focus of the Commission to regain IPC recognition as soon as possible. For that we need the support of the WSF National Federations to show satisfactory evidence of a Para-Squash programme. It is also noted that it was never so difficult for International Federations to get recognition what can be explained by the Strategy review the IPC has not yet concluded.

   As a result of the COVID-19 global crisis the opportunities to meet with the IPC leadership in person, be it at the headquarters in Bonn or during the 2020 Paralympic Games in Tokyo was made impossible; the IPC General Assembly 2020 is postponed too.
15.3. The second main target from the 2019/2020 forward plan was to have Para-Squash set up as a demonstration event at the International Wheelchair & Amputee Sport (IWAS) World Games and participation in the new IWAS Guttmann Games had to be postponed as these Games were postponed following the described COVID-19 crisis.

15.4. The Commission is still working on its plan to set up the Para-Squash regulatory framework, including classification, sport rules and Anti-Doping by end of 2021.

15.5. Performance against Targets 2019/2020
   a) The WSF submitted the re-application for regaining International Paralympic Committee recognised status within 2019
   b) The inclusion of WSF Para-Squash to be set up as a demonstration event at the IWAS World Games and participate in the new IWAS Guttmann Games is postponed
   c) As the IPC tremendously has lifted the bar to re-admission, editing of the framework must be adjusted accordingly

16. RULES

16.1. Membership and Structure. During the period under consideration the WSF Rules Commission membership comprised: Chair - Michael Collins; Members - Lee Drew and Srikanth Seshadri.

16.2. Activity during the period. No meetings of the members were required; all communication and discussions took place via email and Zoom meetings.

   The Commission Chair presented a report to the delegates present at the WSF AGM held in Cape Town, South Africa in November 2019. The report covered the various issues facing the Commission and its activities to date, with a brief overview of proposed amendments which were necessary to keep the Rules current with the modern game and its live coverage.

   The Commission was required to prepare a report on the possible impact and effects of the COVID-19 Pandemic on the Rules of Squash and the Game in general.

16.3. Rules of Squash. After many months of deliberation and input from various parties within the Squash Community and even sports experts outside, the Commission finalised the wording for a new Blood Rule, which is to be submitted for approval at the 2020 AGM to be held in December 2020. The Commission thanks Alex Gough of the PSA for all the time he personally spent in assisting the Commission in this regard.

   As the WSF website "Frequently Asked Questions" was discontinued, the Chair continued to respond to individual Rules Interpretation queries forwarded to him by the office, whilst at the same time working with Steve Cubbins and Barry Faguy (who was seconded to the Commission for this specific project) in developing a new and improved dedicated website for the FAQs in future. With the retirement of Steve Cubbins from the WSF during the year, the work done to date on the website came to an end. However, it has subsequently been established that the new World Squash Officiating programme and website intends to include a dedicated Frequently Asked Questions section. This alleviates the need to develop such a site on the WSF website, which would then become an unnecessary duplication.

   The Commission received numerous rules related queries during the year from many of the squash playing countries which were resolved and clarified.

16.4. Performance against targets 2019-2020
   a) The submission relating to the Bleeding Provisions have been finalised and will be considered at the AGM
   b) The FAQs page has become obsolete in view of the imminent launch of the WSO programme and website, which shall become the primary platform for all referees and shall incorporate a queries page
   c) The identification of all instances of discrepancy between WSF and PSA Rules is ongoing. When finalised this shall be published as an annexure to the Rules of Squash
   d) If the opportunity arises hold a Commission workshop to prepare submissions for Rule changes for adoption by the AGM
17. SQUASH 57

17.1. The Commission. At the start of the reporting year we had hoped to expand our commission to an American (expected growth region) and a woman (diversity and backfilling for Zena Wooldridge). We were very happy to recruit Florida based Tim Baghurst into our Squash 57 Commission (April 2020).

17.2. Commission Focus Areas (in addition to the “IN PROGRESS” items below). We have continued to grow our global network of Squash 57 representatives and enthusiasts and to this end we are in the process of setting up a new Squash 57 YouTube channel.

17.3. Performance against Targets 2019/2020

a) Actively participate and sign-off on the Squash 57 questions within the survey: FAILED - despite our requests to be actively involved in this annual process we were not invited to participate and had to later request the Squash 57 related results of the survey and felt the need to send out incremental questions. It is important that we are part of this process because there is a global lack of clarity as to what Squash 57 actually is, examples being: Ireland referred the commission to their Racquetball community; Australia are playing Australian Racquetball, effectively American rules racquetball on a squash court, not Squash 57.

b) Support manufacturers of Squash 57 balls that pass the new ball specifications: IN PROGRESS - this has yet to become a success story. There are two technical specifications for Squash 57 balls – Black and Blue - but they had omitted a warmed-up temperature rebound resilience. In collaboration with a third-party testing laboratory we published new complete specifications June 2019 and KARAKAL developed new balls to meet these. Unfortunately, the third-party laboratory results had been inexplicably inaccurate, and we now find ourselves in 2020 repeating the whole testing/specification process. We are now at the stage of having proposed new specifications (see diagram below) and are awaiting trial balls to test before publishing these.

c) Publish the detailed Rules with revised wording and new ball specifications and when provided publish in alternative languages: COMPLETED - though there are further clarifications that we would like to make

d) Publish the existing (England Squash) promotional video with a variety of language sub-titles, the language text to be provided by National Federations: COMPLETED - five different subtitle languages

e) Build a library of coaching tips: ON HOLD - we are being more ambitious and now targeting Squash 57 Coaching Qualifications

f) Leverage the work being done by England Squash and UK-Racketball to develop a ‘Club Development Program’: IN PROGRESS - very dependent on others but there are some clear role model clubs in the UK, where pro-active coaches have successfully marketed Squash 57 to Women and U3A groups and UK-Racketball has been documenting these successes for others to learn from
g) Determine how best to partner with the Masters Squash community to leverage existing events and processes to deliver Squash 57 events: **IN PROGRESS** - waiting to hear back from the Masters Commission but we are hopeful that we will be able to leverage the world squash masters circuit to effectively build a world Squash 57 masters circuit with an end goal that Squash 57 will be played at the World Masters in 2021 in Poland

h) Work with pro-active nations, e.g. Japan, Malaysia and America along with the UK, to help promote the growth of Squash 57 in their nations: **IN PROGRESS** - will probably never complete but we continue to make progress

i) Develop a Level-1 coaching qualification for Squash 57: **IN PROGRESS** - the WSF has no official coaching qualification for Squash 57 and this will limit the growth of our sport at the grassroots level. In April 2020 we started collaborating with the Coaching Commission and in July 2020 with SquashSkills to develop FastTrack and Level-0 qualifications

j) Develop an information pack for National Federations taking up Squash 57: **ON HOLD** - the material available on the WSF site has improved considerably and there is higher priority project to work on

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18. WORLD SQUASH COACHING - WSC


18.2. WSF Regional Course Managers. The following coaches were appointed as Regional Course Managers: Asia – Cyrus Poncha; Africa – Liz Mackenzie; Pan America – Esteban Casarino; Oceania – Jason Fletcher; Europe – Michael Khan.

18.3. WSF Coaching Conferences are now held annually, with the last conference held 31 October to 2 November 2019 in Cairo, Egypt.

The conference in Cairo was held alongside the Women’s World Championship. Due to the large distance between the conference venue and the show-court at the pyramids there was no real synergy between the events. Local attendance was disappointingly low and attracted only 24 paying coaches, although all five regions were represented.

The next conference was scheduled to be held in Ljubljana, Slovenia but has been postponed due to the Corona travel restrictions.

18.4. Tutor Training. The WSF Level-3 Tutors met before the Coaching Conference in Cairo for two-days to finetune and update the Level-3 syllabus.

18.5. Performance against Targets 2019/2020

a) The Tutor Guides and presentation of all three levels have been updated in the Coaching Resource section on the WSF website. Access for registered coaches via Club Locker still needs to be worked on

b) A Coaches Newsletter is still being progressed

c) A total of 278 coaches participated in WSF Level-1, Level-2 and Level-3 courses during the period. Due to Coronavirus, courses stopped in March 2020 and several confirmed courses were postponed or cancelled

d) The annual Coaching Conference was held 31 October to 2 November 2019 in Cairo, Egypt
19. WORLD SQUASH OFFICIATING - WSO

19.1. WSO Project. With the arrival of the COVID-19 pandemic this has proved a very frustrating year for the WSO project. Key timelines:

- The requirements analysis was completed by Spindogs and site functionality mapped out.
- Phase-1 of the website build was the design, look and feel of the pages.
- Back-end functionality development has also taken place.
- Content was written and we are currently in the final stages of it being uploaded by Spindogs.
- Assessment criteria for each level and modules within the levels have been agreed and finalised.
- Addition of the payment module has also now been completed.
- Within each of these steps varying degrees of snagging has been encountered resulting in the delaying of the launch date on numerous occasions. This has now been set for September 2020. Although very frustrating for all the project team this delay has enabled key adjustments to be made as the project progressed.

During the year, an advisory board made up of members from each region, along with PSA representatives has also been set up to give advice and feedback where appropriate. This board will continue to operate post-launch to give further advice where necessary.

Whilst many National Federations have continued to express both anticipation and frustration regarding the delayed launch of the WSO website, the project team are confident the launched version will be a quality product.

19.2. PSA Relationship. We have continued to work closely with the PSA to develop collaboration on all refereeing issues especially within the WSO project. This also includes discussion on proposed rule updating, event appointments, referee development, event issues and match appointments all prior to the arrival of the COVID-19 pandemic.

19.3. General support has continued to be provided to all WSF events with regards to all aspects of refereeing; communication with many National Federations in respect of forthcoming WSO website has taken place.

19.4. Performance against Targets 2019/2020

a) Appointed Spindogs as the approved supplier of the online platform: Achieved
b) Agreed a work calendar with Spindogs: Achieved
c) The website is scheduled to go live in November and the following will be implemented after that: Not Achieved
- Complete Level-0 and Level-1 module’s education programme: Updated to Level-0 through to Level-3
- Initiate Level-4 and Level-5 modules: updated to WSO Phase-2
- Publish WSO resources for Tournaments and Tournament Officials: Not Achieved - Part of Advisory Board remit
- Implement the Assessment process for higher level referees (transition period): Not Achieved - Part of Advisory Board remit
d) Additional Activities:
  - Ensured the objectives of the Strategic Plan are met by the establishment of the "World Squash Officiating" team Advisory Board established and work in its infancy to meet objectives
  - Established the steering group by engaging stakeholders from all regions of the WSF and the PSA
  - Working advisory board set up and in operation
  - Established a project plan for the delivery of an operational platform for entry-level to National Grade referees. Platform due to go live September 2020 for Level-0 to Level-3
  - Developed a resource infrastructure to establish qualified assessors for referees and assessors worldwide. Appraiser infrastructure deferred to Phase-2 of WSO
  - Increased the effectiveness of the referee deployment process to ensure all referees are deployed and active at their appropriate level: Not Achieved - Part of Advisory Board remit
  - Provision of an updated nomination and appeals process is ongoing: Not Achieved

Due to the continued delay of the WSO project many of the above targets have not been achieved within the period but are due for completion as the website nears launch. The reasons are highlighted above in the main body of the report.
### WSF COMMISSION MEMBERSHIP

As of 1 September 2020

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<tr>
<th>Anti-Doping</th>
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<tr>
<td><strong>Chair:</strong> Dr. Anne Smith</td>
<td><strong>Chair:</strong> Emily Mak</td>
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<td><strong>Programme Manager:</strong> Lorraine Harding</td>
<td><strong>Board Liaison:</strong> Huang Ying How</td>
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<td><strong>Members:</strong> Dr. Ellen Hamborg-Petersen</td>
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<td><strong>Members:</strong> Ali Farag</td>
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World Junior Women’s Team Champions 2019: Egypt
### NATIONAL FEDERATIONS BY REGION

#### AFRICA (13)
- Botswana
- DR Congo
- Egypt
- Kenya
- Malawi
- Mauritius
- Namibia
- Nigeria
- Seychelles
- South Africa
- Uganda
- Zambia
- Zimbabwe

#### ASIA (29)
- Afghanistan
- Bahrain
- Bangladesh
- Brunei Darussalam
- China
- Chinese Taipei
- Hong Kong, China
- India
- Indonesia
- Iran
- Iraq
- Japan
- Jordan
- Korea
- Kuwait
- Lebanon
- Macau, China
- Malaysia
- Mongolia
- Myanmar
- Nepal
- Pakistan
- Palestine
- Philippines
- Qatar
- Saudi Arabia
- Singapore
- Sri Lanka
- Thailand

#### EUROPE (46)
- Armenia
- Austria
- Belarus
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- England
- Estonia
- Finland
- France
- Germany
- Gibraltar
- Greece
- Guernsey
- Hungary
- Iceland
- Ireland
- Isle of Man
- Israel
- Italy
- Jersey
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Monaco
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- Scotland
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- Wales

#### OCEANIA (10)
- Australia
- Cook Islands
- Fiji
- New Caledonia
- New Zealand
- Norfolk Island
- Papua New Guinea
- Samoa
- Vanuatu
- Tahiti

#### PANAMERICA (24)
- Argentina
- Barbados
- Bermuda
- Bolivia
- Brazil
- British Virgin Islands
- Canada
- Cayman Islands
- Chile
- Colombia
- Ecuador
- El Salvador
- Guatemala
- Guyana
- Haiti
- Jamaica
- Mexico
- Panama
- Paraguay
- Peru
- St. Vincent & Grenadines
- Trinidad & Tobago
- USA
- Venezuela

#### SQUASH LINKS (28)
- Algeria
- Antigua & Barbuda
- Aruba
- Azerbaijan
- Bahamas
- Cambodia
- Costa Rica
- Dominica
- Dominican Republic
- Georgia
- Ghana
- Honduras
- Kazakhstan
- Lesotho
- FYR Macedonia
- Madagascar
- Montenegro
- Morocco
- Oman
- St. Lucia
- Solomon Islands
- Somalia
- Sudan
- Swaziland
- Tanzania
- Tonga
- Uruguay
- Vietnam
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- Mokhzani Mahathir (Malaysia)
- David Y Y Mui, MJ JP (Hong Kong)
- Squash Bond Nederland (Netherlands)
- Eui Rock Oh (Korea)
- N Ramachandran (India)
- Vinod B. Sekhar (Malaysia)
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World Squash Day 2019: Egypt