

## **GB SNOWSPORT LIMITED (the “Company” or “GBS”)**

### **Minutes of a meeting of the Board of Directors of the Company held at 101, New Cavendish Street, London on 26 February 2020 at 2:00 p.m.**

#### **DIRECTORS PRESENT**

Anna LeesJones (ALJ)  
Paula Cardwell (PC)  
Tim Fawke (TF)  
Vicky Gosling (VG)  
Richard Leman (RL)  
Iain Mackay (IM)  
Paul Trayner (PT)

#### **IN ATTENDANCE**

Sophie Morrison (SM)  
Bridget Owen (BO)  
Emma Shortt (ES)  
John Wade (JW)

#### **APOLOGIES**

Colin Holden  
Dan Hunt  
Trafford Wilson

#### **1. OPENING OF MEETING AND MINUTES OF PREVIOUS BOARD MEETING**

It was resolved that ALJ be appointed chair of the meeting and it was noted that a quorum was present in accordance with clause 6.9 of the Company’s Articles of Association. The Directors present declared their respective interests, if any, in the matters to be dealt with at the meeting pursuant to the Companies Acts.

#### **2. PROPOSED POLICIES**

**2.1 Induction and Probation Policy:** after discussion, the policy was approved.

**2.2 Flexible Working Policy:** after discussion, the policy was approved.

**2.3 Sickness Absence Management Policy:** after discussion, the policy was approved.

**2.4 Appraisal Policy:** after discussion, the policy was approved.

**2.5 Learning and Development Policy:** ES recommended that a line manager should have the discretion to fund professional fees in excess of £100 if this could be accomplished within his/her existing budget. After discussion, the recommendation was adopted and the policy approved.

**2.6 Maternity, Paternity and Parental Leave Policy:** ES said that the policy had been drafted with enhanced maternity and paternity pay rather than the statutory minimum. After discussion, the policy was approved with enhanced payments provided that an employee returning to work after having given birth should remain with GBS for a minimum of six months in order to retain the enhanced maternity payment.

**2.7 Anti-Corruption Policy:** after discussion, the policy was approved.

**2.8 Whistleblowing Policy:** after discussion, the policy was approved.

**2.9 Employee Handbook:** after discussion, the handbook was approved.

ES said that the employee handbook and policies would be published in March. In response to a question from RL, ES said that she would review all the HR policies on an annual basis and any changes would be initially recommended to the Remuneration Committee before seeking the approval of the Board. The position was noted.

ES, BO and SM left the meeting

Rory Tapner (RT) joined the meeting and took the Chair.

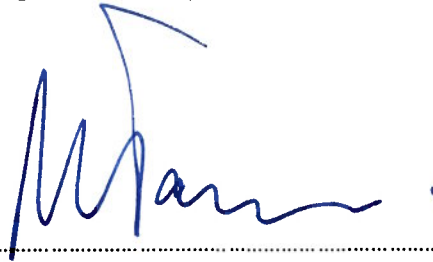
### 3. INTERNATIONAL SKI FEDERATION ("FIS")

RT said that the current President of FIS had indicated that he would stand down in the middle of his term of office. RT said that he had been approached by an industrialist with strong commercial and governance credentials, who had been encouraged to stand for the Presidency, albeit that he was not a current member of the FIS Council, and asked whether GBS would be willing to nominate him. RT said that it was possible that the Secretary General of FIS might also seek the Presidency and wish to be nominated by GBS. She had been asked in summer 2019 to indicate to the GBS board what her plans would be.

### 4. ANY OTHER BUSINESS

4.1 The next Board meeting is scheduled for 30 April 2020.

4.2 There being no further business the meeting closed at 4:15 p.m.



Chair

30.04.2020