

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

Minutes of a meeting of the Board of Directors of the Company held by video conference on 28 January 2021 at 10:30 a.m.

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Dr. Christian Ewald (CE)
Vicky Gosling (VG)
Anna Lees Jones (ALJ)
Richard Leman (RL)
Iain Mackay (IM)
Melinda Nicci (MN)
Paul Trayner (PT)
Trafford Wilson (TW)
Louise Wright (LW)

IN ATTENDANCE

Jayne Kavanagh (JK)
Robin Kellen (RK)
James McAllister (JM)
Pat Sharples (PS)
John Wade (JW)
Phil Young (PY) items 1 and 2 only

APOLOGIES

Paula Cardwell
Millar Reid

1. OPENING OF MEETING AND MINUTES OF PREVIOUS BOARD MEETINGS

It was resolved that RT be appointed chairman 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. RT said that, as at previous meetings, he would take declarations of interests as being those who are employed by GBS and those who are representing particular parts of the GBS operations. If any items are discussed for which a person feels he/she is conflicted, or should declare an interest, then they must specifically do so at that time and not rely just on the introductory statement.

The minutes of the meeting held on 17 December 2020 were reviewed and it was unanimously resolved to approve them. A list of action points from the December meeting was reviewed.

2. CHIEF EXECUTIVE'S REPORT

2.1 HR: VG gave an update on HR matters and added that agreement had been reached with Dan Hunt for his continuing involvement with GBS.

Covid-19 continued to have a major effect on GBS. The cancellation of training camps and competitions caused logistical problems with travel and accommodation and, coupled with lockdown making it difficult for athletes, coaches and staff to get home to see family, there was a need to ensure that their wellbeing was maintained.

2.2 Sponsorship, Marketing and Communications: VG gave an update on recent and planned meetings with potential commercial partners. A new website will be launched on 4 February. There was a discussion on possible tiers of membership.

2.3 Risk register: VG said that there were no major points to bring to the Board's attention.

2.4 British Alpine Championships: VG said that it was unlikely that the French slopes would be open for the season and with elite athletes the only ones currently able to travel there was a need to make a decision on the Children's Championships and the possibility of finding an alternative venue for FIS Championships. PT said that whilst he would seek to find an alternative venue for the FIS Championships, he was not confident of success. After discussion it was decided to cancel the Children's Championships and to await further input from PT before making a decision on the FIS Championships.

Sophie Morrison (SM) joined the meeting

3. PERFORMANCE REPORT

3.1 Update: PS said that Covid-19 continued to cause the cancellation of many events but the athletes were still working well; four athletes had been invited to the X Games. JK said that the schedule of events for Para athletes had been decimated; the athletes were able to work with other national squads in training. There was now a high-performance culture amongst the Para athletes but guides remained an issue and a review was under way.

In response to a question from RT, PS said that mental strength was important and that the coaches worked with the health professionals to assist the athletes. There was a general discussion on the subject and VG and PS were asked to develop a programme to strengthen the athletes' psychological stance.

3.2 Olympic Qualifying Standards and Selection Policy: IM said that since publication of the criteria more qualifying events had been lost from the calendar which, in some cases, could have a deleterious effect on an athlete achieving a result in the top percentage. He recommended that the discipline committees, in conjunction with the Selection Panel, should be able to look at metrics other than those currently in the qualification schedules in order to select a team with the best chance of medals; any changes would need to be agreed with the British Olympic Association (BOA). After discussion the recommendation was adopted and IM was asked to ensure that any proposals, after agreement by the discipline committees and Selection Panel, were approved by the Board.

Two further requests to amend the published qualification criteria were approved. First to indicate that percentages would be rounded up and secondly to allow the Selection Panel discretion, where qualification opportunities had been impacted by Covid-19, to consider and give additional weight to any other factors it deems relevant in respect of its decisions, including but not limited to the likelihood of an athlete being podium competitive in future Olympic Games. SM added that the latter request had been agreed with the BOA's lawyer.

4. PREPARATIONS FOR THE OLYMPICS

JK and SM outlined the preparations that GBS had already put in place for the Olympics and Paralympics and the work that was still ongoing. The Olympics would be spread over three venues and the Paralympics over two; GBS was working in conjunction with the BOA and British Paralympic Association.

The Board asked for an update at each of its future meetings until both Games had commenced together with a note of which athletes had attained the qualifying standards.

5. FINANCE

5.1 Reporting: the management information to 30 December 2020, cashflow and variances to the budget were reviewed. JM outlined the likely outturn for the financial year and cautioned that the budget for the full year still assumed a level of income that was yet to be secured and that costs were currently higher than budgeted albeit some of this was caused by Covid-19; RT said that there would be a meeting in the following week to address, inter alia, income, benefaction and the cost overruns. Planning for the budget for 2021-22 would commence in the following week.

JM said that the Company's auditors were still in discussion with HMRC concerning the current approach to reclaiming VAT, which was based on an opinion from the auditors in 2014. He had discussed the issue with representatives of other National Governing Bodies but there was no consensus; his recommendation, that an external professional opinion should be sought, was adopted.

Adrian Pery (AP) joined the meeting

6. HOME NATIONS' REPORTS

6.1 Snowsport England: the contents of the report were noted. LW said that there was some friction that people could not train whilst academies were continuing to do so. PT commented that the advice being given was that people should abide by the rules of the country in which they live. In response to LW's question about the pathway project, VG said that she was arranging some resource to assist TW.

6.2 Snowsport Scotland: the contents of the report were noted. TW added that the Scottish Government had agreed some financial support for 9 Scottish ski centres and a formal announcement was expected in the following week.

6.3 Snowsport Wales: the contents of the report were noted.

7. REPORTS FROM CHAIRS OF STANDING COMMITTEES

7.1 Audit and Risk Committee: a recommendation that the Company's existing auditors were proposed for re-election at the forthcoming annual general meeting was adopted.

7.2 Discipline Committees (DC): The Chair thanked all the DC chairs for their reports. He noted that they had all raised pathways as an area of concern and he hoped that they could appreciate from the earlier conversation (item 6) that GBS was seeking to bring all the interested parties together with a sustainable pathway plan for which funding could be sought. He requested that all the DCs, and their coaches, continue to enhance their arrangements for safeguarding and wellbeing, diversity and inclusion and Para athletes.

Alpine: the contents of the report were noted.

Freestyle: the contents of the report were noted together with minutes of a recent meeting.

Nordic: the contents of the report were noted. CE commented that the majority of the DC were also members of the British Nordic Development Squad which helped the DC have a greater breadth of understanding the athletes across the discipline.

He requested that the DC be given more realistic times in which to comment on proposed selection criteria and JK and SM agreed to ensure that would happen in future.

Snowboard: the contents of the report were noted.

Telemark: the contents of the report were noted. In response to a question from AP, VG said that she had raised the subject of greater support for sports not represented in the Olympics and would apprise him of the response.

Sarah Torkington-Halstead (STH) joined the meeting

8. SAFEGUARDING

8.1 Update: STH gave an update on safeguarding matters.

8.2 Safeguarding for adults: STH provided training on why elite athletes and their advisers might be vulnerable and need safeguarding assistance. The training highlighted the factors that can lead to vulnerability, the need for everyone within GBS to be aware of the potential problems, why there might be reluctance to seek help and the assistance for adults which GBS has in place and needs to continuously monitor.

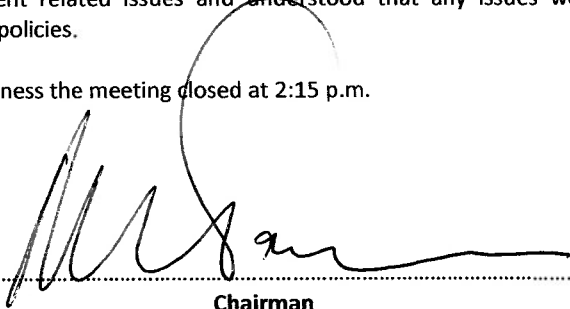
9. 2021 ANNUAL GENERAL MEETING

A draft notice of annual general meeting was approved in principle. RT said that final documentation for the AGM would be circulated to the Board before publication.

10. ANY OTHER BUSINESS

10.1 Matters reserved for the Board: The Board discussed the welfare of the Company's athletes and staff during the meeting with particular reference to any who might be in need of greater support and understood that any issues were being handled in conformity with the Company's policies. The Board also discussed any potential or existing employment related issues and understood that any issues were being handled in conformity with the Company's policies.

10.2 There being no further business the meeting closed at 2:15 p.m.

A handwritten signature in black ink, appearing to read 'M. J. ...', is written over a horizontal dotted line. The signature is fluid and cursive.

Chairman