

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

Minutes of a meeting of the Board of Directors of the Company held by video conference on 29 April 2022 at 10:30 a.m.

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Paula Cardwell (PC)
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)

APOLOGIES

Louise Wright

IN ATTENDANCE

James McAllister (JM)
Pat Sharples (PS)
John Wade (JW)

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, such as the disciplines, and the Home Nations. 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. He reminded everyone in attendance that matters discussed at the meeting were confidential.

The minutes of the previous meetings were reviewed and it was unanimously resolved to approve them. A log of action points from previous meetings was reviewed and updated.

2. FINANCE

2.1 The management information to 31 March 2022 and variances to budget were reviewed and noted.

2.2 Risk register: the register was reviewed. JM was asked to include in the register any risks to the business caused by inflation and war.

2.3 Funding and costs: there was a detailed discussion during the meeting covering the tight and difficult cash flows for the following six months. The outlook was difficult in part because of the lack of visibility of funding beyond October 2022, at which point the funding for the next Olympic cycle would commence. Various actions were agreed upon, both relating to income and costs during the immediate period.

2.4 Report and accounts: the draft accounts and annual governance statement to 30 September 2021 were reviewed and approved in principle. JM said that he would seek the approval of the board to the final text of some of the notes and reports in the accounts.

2.5 Reserves policy: PC said that the board had decided in 2020 to review the Reserves Policy at this meeting. She recommended that no change be made to the policy and that it should be reviewed again in April 2024. After discussion the recommendation was adopted.

Tim Fawke (TF) and Phil Young (PY) joined the meeting

3. CHIEF EXECUTIVE'S REPORT

The contents of the report were noted. VG added that GBS had that day sent all the information required by UKS for the initial AIR submission.

VG added that Kearnan Myall would be acting as the GBS Mental Health Lead for the foreseeable future.

Alex Bucknall (AB) joined the meeting

4. AMENDMENTS TO THE ATHLETES' CODE OF CONDUCT AND OFFICIALS' CODE OF CONDUCT TO CONFORM WITH UK ANTI DRUG RULES

Proposed amendments to both codes to comply with the UK Anti-Drug Assurance Policy were agreed. In response to a request from the chair, AB said that the new Code would be disseminated directly to athletes who would be required to acknowledge its receipt. AB was asked to disseminate the Officials' code through the discipline committee chairs.

AB left the meeting and Chris Scott (CS) joined the meeting

5. REPORT OF THE SNOWSPORT DIVERSITY AND INCLUSION ADVISORY GROUP

CS highlighted the recommendations contained in the Advisory Group's report, which had been shared with all the Home Nations, and drew attention to the work that GBS needed to undertake to meet the expectations of UKS and to have the appropriate personnel overseeing its D+I work.

CS left the meeting

6. PERFORMANCE REPORT

The contents of the report were noted.

7. SAFEGUARDING

The Safeguarding report and action plan were noted.

8. HOME NATIONS' REPORTS

8.1 Snowsport England (SE): the contents of the report were noted.

8.2 Snowsport Scotland (SS): the contents of the report were noted.

9. REPORTS FROM CHAIRS OF STANDING COMMITTEES

ALJ said that the Nominations Committee had met earlier that day to consider, inter alia, SS's nomination of Robbie Clyde as an interim replacement for TW, who would be leaving the board on his departure from SS to become Chief Executive of Pentathlon GB. SE and Snowsport Wales had confirmed their agreement to Mr Clyde's appointment. The committee was happy to recommend Mr. Clyde's appointment subject to receiving the necessary documentation required from all directors.

10. RESIGNATION OF TRAFFORD WILSON AND APPOINTMENT OF A DIRECTOR TO REPRESENT THE HOME NATIONS

RT said that TW would be leaving the board on 20 May, his last day at SS. He thanked TW for his counsel and contributions to the board and its committees since 2019 and wished him well in his new appointment.

The board considered the recommendation from the Nominations Committee and agreed to appoint Mr Clyde as a director of the Company from 25 May 2022 subject to the receipt of the necessary documentation in a satisfactory form.

11. NOTICE OF 2022 ANNUAL GENERAL MEETING

A draft notice of annual general meeting was approved in principle.

12. ANY OTHER BUSINESS

12.1 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.

12.2 There being no further business the meeting closed at 1:00 p.m.

Rory Tapner

27 July 2022

Chairman