

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

**Minutes of a meeting of the Board of Directors of the Company held at 42 Berkeley Square,
London W1 and by video conference on 25 January 2023 at 12 noon**

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Greg Bennett (GB)
Vicky Gosling (VG)
Anna Lees Jones (ALJ)
Richard Leman (RL)
Dominic McGonigal (DM)
Melinda Nicci (MN)
Michael Oesterlin (MO)
Scott Simon (SS)

APOLOGIES

Dr Christian Ewald
Paul Trayner

IN ATTENDANCE

James McAllister (JM)
Pat Sharples (PS)
Upneet Thandi (UT)
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 (who should bear in mind any current conversations concerning the shape of the organisation) 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.

RT welcomed DM and UT to the meeting.

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. CHAIRMAN’S REPORT

2.1 Relationship with UK Sport

The Board discussed two issues relating to our major stakeholder, UK Sport.

First there was a discussion about the meeting called by UK Sport to discuss the relationship between our organisations. Most members of our Board attended; the UKS chair was the only attendee from the UKS board. A significant portion of the meeting was taken up by a discussion about GBS’ funding and financial position. A chronological schedule was read out illustrating the increases in funding awarded over the past 5 years following successful applications after AIR meetings. The Board was concerned that no attempt had been made to put these awards in context with the implication that the requests had not been serious, since in every

case they had been made on the back of specific requests relating to specific improvements or additions to our programmes.

The GBS accounts show that we received additional funding in 2019-20 of £1,293,000 (Olympic) and £748,000 (Paralympic). In 2020-21 GBS received additional funding of £2,582,628 (Olympic) and £1,115,964 (Paralympic). These sums were for the remainder of the quad.

In addition, GBS received funding to assist with problems derived from covid (cost of testing/additional hotel rooms needed/ having to limit the number of people who could share a car). There were also additional costs in the run up to Beijing with Brexit making it difficult to move people around to find snow and at the same time comply with the limit on the number of days that could be spent in Europe. GBS had also drawn forward payments from the full quad into the earlier years but this was something permitted by the terms of the UKS funding.

Confirmation was provided that all of the additional funding award made to cover excess covid costs which had not been fully utilised would be repaid within the next 6 weeks, and would not utilise any funding from the Milan Cortina cycle, a suggestion made by UKS which would only further deprive athletes of funding.

The rationale for the Olympic uplifts in 2019-20 were off the back of a successful world championships together with the introduction of additional athletes and programmes; the result was that GBS now had new programmes where athletes met the APA matrix and Gus Kenworthy and Charlotte Bankes had been persuaded to compete for their country of birth. The uplift in Para funding was for the introduction of a team event in Para Alpine and additional athletes joining the Para Alpine and Para Nordic programmes.

The rationale for the Olympic uplift in 2020-21 was the successful delivery of milestone targets and the introduction of additional athletes and technicians to programmes together with additional funding for Gus Kenworthy and Zoe Atkin and associated costs. The para uplift was to help fund the Simpson brothers and Katie Guest in Para Alpine and the addition of athletes and technicians for Para Nordic. This is all recorded in the GBS files and should also have been available to the UKS staff from their own records.

We agreed that perhaps the success of our co-funding campaigns have sometimes made us more difficult to understand than others whose sole source of funding might be UKS. The Board expressed concern that such significant levels of funding would not be welcomed into the broader campaigns to build sustainable and investable athlete programmes. As one of the few sports who picked up the mantle thrown down by UKS of finding outside funding, we may need to work more closely with the UKS finance team to ensure there are no misunderstandings.

A matter of importance, and surprise to the Board, was a statement made that the Board had considered a mass resignation when the funding decision was made public. The Chair confirmed that as far as he was concerned, and other Board members backed this up, no resignations had been planned or even discussed. Our view has always been that when dealing with difficult situations, that is a time when a Board has to step up, not out. This is further supported by the fact that no Board member has resigned.

It was clear to the Board that we need to work harder to regain the levels of trust enjoyed in the past, and to ensure that transparency in everything we do is at the heart of the relationship. Again, in response to comments from the UKS CEO, we confirmed that everything that had been done in the past with co-funding had been designed to demonstrate, with tangible results, that our snowsports are investable. The co-funding was able to take the risks that the Board would not contemplate with public funds.

There was a discussion about the importance of World Cups in snowsports, and their relative importance to Olympic and Paralympic medals. No one doubts the critical and fundamental position that Olympic medals hold in the funding decisions of UKS, but the route to success inevitably means relentless attendance at World Cup events which cannot be ignored for building experience and competitive edge. We agreed that our ambitions, and those of our athletes, are aligned regarding Olympic, Paralympic and World Championship success.

We discussed the recent new appointments to our Board, and also outlined the process for the replacement of our Chair at the end of his 8-year tenure. The advertisement for this position is being held back pending further clarity on Sports Org.

Every request for funding had been genuine, and had largely delivered on the milestone targets set for each new request. The purpose of the co-funding had been to demonstrate with tangible results that snowsports, going forward, were investable.

Secondly, the Board discussed Sports Org, which is the subject of a separate letter to be sent to UKS with this Board minute. The overall outcome of the discussion has not changed much since the second round of consultation was launched. The Board remain open to any new ideas for improving performance and programmes, and increasing the efficiency of delivery of programmes such that more can be achieved with limited resources. Confirmation that only two NGBs were in discussion about Sports Org, namely BBSA and GBS, continued to raise concerns as to why the proposed integration was at the performance level rather than the administrative and support level. The additional confirmation from Simon Morton that Sports Org would be more expensive to run, and that some of the NGBs' ongoing costs would have to be supported, just added to the concern that the proposal lacked any strategic or positive opportunities for change and that athletes would be disadvantaged.

Moreover, the GBS commitment to UKS for the period to 2026 was to provide in excess of £1.3m of external funding. A substantial part of this has already been found through an annual payment with a 4-year commitment to provide up to a total of £800,000. This implies that at least £500,000 of funding still needs to be found for years 2, 3 and 4 of the quad. This will require SO to seek external funding to maintain the world class programmes at their current level (the external funding is included in the budgeted costs). Consequently SO, despite its claims that it would not seek external funding, would have to find money to maintain the world class programmes at their current level. With no or very limited upside, and some considerable risk that the project would disrupt the best start to a Winter season for many decades, the Board continued to press for evidence to support the assertion that bringing diverse and very different sports together in one organisation would improve performance; but no evidence has been offered by UKS. It was also noted that the chair of BBSA had resigned and publicly criticised the proposals for SO.

The representatives of the Home Nations who sit on the GBS Board also commented that it was disappointing that they had not been consulted about SO albeit that some of the responsibilities attributed to an NGB under SO were actually already being undertaken by the Home Nations.

After further discussion, the Board concluded that it could not support the current form of Sports Org. The Board however reiterated that it is very open to the creation of a sports services company, which was the original concept in the first consultation, and indeed would like to see progress made to take this forward, freeing up additional resources to be spent on athletes and programmes.

The Board also asked the Chairman to have a conversation with the chair of UKS to continue to repair the relationship with UKS but also to make it clear that GBS did not recognise a large number of the assertions made by the UKS executive team.

3. CHIEF EXECUTIVE'S REPORT

3.1 Proposed partnership with Apex2100: VG said that there was now agreement on the heads of terms and a formal contract would follow. There had been a number of meetings with the alpine community and Sasha Rearick had spoken to the Home Nations. There was now a greater understanding of what was behind the partnership and an information pack, answering the questions that had been raised since the announcement of the partnership, would be available on the GBS website from the following day.

VG said that there had been examples of Apex sending information concerning the partnership that was not accurate. After discussion, she was asked to inform Apex that all communications relating either to the partnership or to GBS must be agreed in advance with the GBS communications team.

3.2 Appeal to Sport Resolutions (SR) re UKS funding: GBS had the previous day received the UKS response to our submission to SR. Once the response had been studied GBS would need to decide whether it wished either to attend a meeting with SR or submit its comments on the UKS response.

3.3 Appointment of part time performance consultant: There had been over forty applicants, all of high quality, in response to the advert. A short list of eight had been interviewed and Dan Hunt had been appointed to the role. UKS had been kept aware of the shortlist and supported the appointment.

3.4 HR: VG said that one member of the Senior Leadership Team was currently on maternity leave until December 2023 and another would be commencing maternity leave in mid-March; a further employee would be leaving on maternity leave in June.

4. FINANCE

4.1 The management information containing, inter alia, performance data to 31 December 2022, balance sheet at that date and significant accounts payable was reviewed and noted.

There was a discussion about the costs of Ski Cross and where either savings could be made or the pool of athletes broadened; it was decided to review the position again after the completion of the world championships.

In relation to the legal fees concerning a safeguarding case, JM said that UKS had suggested that the money should be taken from Milan Cortina funds but that was not ideal as it would disadvantage the athletes; he was still awaiting a further response from UKS as to whether or not it would assist GBS. He added that the remainder of the covid loan from UKS would be repaid within the next six weeks.

GB said that an Audit and Risk Committee meeting was scheduled to follow the board meeting. He expected to have an audit clearance meeting with the auditors in the following month.

4.2 Risk register: JM said that he and GB had amended the register to simplify and consolidate risks and so the full register had been included in the board pack. The register was reviewed and the new format appreciated.

5. PERFORMANCE REPORT

PS highlighted the continued excellent results achieved by athletes in world cup competitions and reported on current results and training across all the disciplines. He outlined the work done by the team going to the X Games and the preparations for the world championships in February. He believed that morale among athletes, coaches and technicians was good

6. SELECTION POLICY

Proposed changes to the Selection Policy for Freeski, which had been agreed by the Freestyle Discipline Committee, were approved.

7. SAFEGUARDING

RT said that the Safeguarding Officer had reported that there were no new cases and that she had called an introductory meeting with the Safeguarding Leads at Apex to discuss working together. She had also requested an amendment to the Globocol MOU whereby the relevant safeguarding leads notify their counterparts when they wish to access another area's information. To date the MOU had not been updated and so GBS is yet to sign it.

8. HOME NATIONS' REPORTS

8.1 Snowsport England: the contents of the report were noted.

8.2 Snowsport Scotland: the contents of the report were noted.

8.3 Snowsport Wales: the contents of the report, and a Wales School Sport report, were noted.

9. REPORTS FROM CHAIRS OF STANDING COMMITTEES

9.1 Audit and Risk Committee: the proposed changes to the Committee's terms of reference were approved. ALJ and MO were appointed to the Committee.

9.2 Nominations Committee: ALJ said that an advertisement for a GBS chair to replace RT at the end of his term of office had been drafted but was awaiting clarity on Sport Organisation. It was decided to appoint GB and MO to the committee.

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 3:00 p.m.

.....Rory Tapner.....27 April 2023
Chairman