

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 W1 and by video conference on 27 April 2023 at 10.30 a.m.**

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Greg Bennett (GB)
Martin Carr (MC)
Dr Christian Ewald (CE)
Juliet Foster (JF)
Vicky Gosling (VG)
Anna Lees Jones (ALJ)
Dominic McGonigal (DM)
Melinda Nicci (MN)
Michael Oesterlin (MO)
Scott Simon (SS)

APOLOGIES

Richard Leman

IN ATTENDANCE

Robin Kellen (RK)
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.

The minutes of the previous meeting were reviewed and, with one minor amendment, it was unanimously resolved to approve them. A log of action points from previous meetings was reviewed, discussed and entries relating to Ski Club of Great Britain, suppliers of Olympic and Paralympic kit and the responsibility of coaches regarding athletes’ injuries were updated. It was agreed that the action log should be re-ordered so that only outstanding items appeared at the top of the register and completed items should remain on the face of the document but be put into an appendix.

2. CHAIRMAN’S REPORT

RT said that the Board had been informed in March that UK Sport (UKS) would not be inviting GBS to be part of the proposal to form the Sport Organisation (SO); the current relationship with UKS was set out in the Chief Executive’s report. It was agreed that the Company’s opposition to SO and the appeal about UKS funding were issues that needed to be addressed to ensure that the interests of our athletes were paramount and properly represented. VG said that UKS was currently engaging consultancies to assist national governing bodies with climate change/sustainability matters and diversity and inclusion issues. DM suggested that GBS should continue

to seek to build better relationships with officials and ministers at the Department for Digital, Culture, Media and Sport and this was agreed.

RT reported on current work at The International Ski and Snowboard Federation (FIS). In response to a question from DM, he said that he would discuss with the President the possibility of FIS members having more extensive and cheaper access to video content to use on their own websites.

3. CHIEF EXECUTIVE'S REPORT

3.1 Apex2100: VG said that following the agreement to terminate plans for a partnership she had pushed Apex to settle some outstanding financial commitments.

3.2 UKS: UKS had added some additional, but largely administrative, reporting conditions to our funding provision. UKS had been apprised of the organisation structure (see 3.5 below) which reflected the position post Beijing.

3.3 British Alpine Championships: The Championships had traditionally been managed by a part-time employee on a pro bono basis in her own time and financially broke even. There was a need to seek a better venue for future championships. There was a discussion about the championships and it was agreed that VG should discuss with the Home Nations the possibility of collaboration on the management of future championships. RFPs had been sent out to resorts which have expressed an interest in hosting the championships.

3.4 Alpine funding: there was a discussion about alpine funding and the need to sign coaches up for the year commencing on 1 May 2023 and also to plan summer training. VG, JF and PS were asked to co-ordinate plans for summer training that could be delivered within a strictly limited budget.

3.5 HR: VG said that she had asked an HR consultant to advise on any necessary changes to the various HR policies. RT asked that a review of the Disciplinary Policy be concluded by the end of May 2023. Organisation charts reflecting the structure currently in operation for Performance Leadership (world class programmes and national squads), Performance Logistics and Operations Support were approved.

3.6 Strategy Day: the senior Leadership team would be meeting for two days in May to review and re-evaluate the GBS strategy to Milan Cortina. Thereafter VG said that there would be a board strategy day when a new Chair had been appointed.

4. COMMERCIAL AND MARKETING

In amplification of her report UT said that a target list of potential sponsors had been developed and a sponsorship structure and defined menu of rights established. A commercial and fund-raising committee had been established and she was working with the alpine fund raisers to ensure that they were aligned with GBS.

UT reminded the Board pointed out that the current budget for Commercial and Marketing activities was insufficient to assist in growing the GBS commercial operations.

5. FINANCE

5.1 The management information containing, inter alia, performance data to 31 March 2023, balance sheet at that date, full year forecast by funding pot and significant accounts payable was reviewed and noted. JM said that short term cash flow would be challenging.

5.2 Audit update: It was noted that one of the items outstanding was fully understanding the Company's position with regard to operating the Tour Operator's Margin Scheme (TOMS) and recent guidance notes from HMRC which indicated a change in its stance on TOMS. JM said advice had been sought from the auditors; RT asked that the matter be resolved by the next board meeting.

5.3 Risk register: The register was reviewed and noted.

6. PERFORMANCE REPORT

PS highlighted the excellent results achieved by athletes throughout the season. He said that he and the coaches were now planning the summer training and plans would be confirmed after the programme and athlete reviews which were currently being held; he was keen that freestyle athletes should work on their tricks in advance of the new season. Climate change was one of the factors being considered by the coaching team as they planned future training schedules which may need to be in the southern hemisphere.

He gave an update on those athletes likely to retire from competitive sport and outlined the likely return of injured athletes.

Alex Wilson (AW) joined the meeting

7. UKAD: CLEAN SPORT REPORT

The contents of a Clean Sport report were reviewed and noted. AW said that GBS had met all the requirements of the Assurance Framework in advance of the 1 April 2023 deadline; work for the next twelve months would largely be implementation of education strategy in conjunction with the Home Nations.

AW left the meeting

8. SAFEGUARDING

A safeguarding report and action plan were reviewed and noted.

9. HOME NATIONS' REPORTS

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

9.2 Snowsport Scotland: the contents of the report were noted. SS said that Snowsport Scotland would be advertising for a new Chair in the coming weeks. Snowboard Scotland were also concerned about a potential reduction in facilities.

9.3 Snowsport Wales: the contents of the report, and a paper on the proposed facility at Rhydcar, were noted.

10. REPORTS FROM CHAIRS OF STANDING COMMITTEES

10.1 Nominations Committee: ALJ said that there had been a good response to the advert for a new Chair of the Board with high calibre applicants. The Committee would be meeting later that day to review the applications and invite a shorter list of candidates for interview in May.

A Board Recruitment Policy and a Senior Leadership Team Succession Policy were both approved.

10.2 Alpine Committee: the contents of an extensive report and minutes from the committee were noted. It was suggested by RT that all discipline committees should take note of the alpine report and seek to replicate the same in their own reporting.

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, and the spirit of those 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.

Rory Tapner

27 July 2023

Chairman