

GB Snowsport Director's Code of Conduct



Purpose

This Code has been written in order to help directors of the GBS Board simultaneously meet high standards of professionalism and ethics, as well as displaying the appropriate behaviours in Board meetings and when interacting with each other. Directors of the Board must abide by this Code in order to meet the expectations of the organisation and its members ensuring snow sports are administered in a professional manner, and with the most effective outcomes from Board members' interactions with each other.

Directors who breach the Code may be subject to disciplinary action.

Consequences will depend on the severity of the breach and may include the following:

- 1) Issuing a warning, requiring a verbal or written apology
- 2) A letter of reprimand from the GBS Board
- 3) Counselling by the Chair and / or delegated Director
- 4) Removal from the GBS Board

Should item 4, removal from the Board, be deemed the appropriate, proportional measure for a breach of this code, the Articles of Association should be followed.

1. GB Snowsport values

As a Director of GB Snowsport ("GBS") I promise to abide by the fundamental values that underpin all the activity of this organisation. These are:

1.1 Accountability

Everything GBS does will be able to stand the test of scrutiny by the public, the media, members, stakeholders, funders, Parliament and the courts.

1.2 Integrity and honesty

These will be the hallmarks of all conduct when dealing with colleagues within GBS and equally when dealing with individuals and institutions outside it.

1.3 Transparency

GBS strives to maintain an atmosphere of openness throughout GBS to promote confidence of the public, members, media, stakeholders, staff and Parliament.

2. Directors values

Additionally, I agree to the following points:

2.1 Law, mission, policies

(a) I will not break the law or go against relevant regulations in any aspect of my role of director.

(b) I will support the vision and consider myself its guardian.

- (c) I will abide by GBS's policies.

2.2 Conflicts of interest

I will strive to act in the best interests of GBS unless I am conflicted or potentially conflicted in which case I will declare my conflict or potential conflict and submit to the judgement of the Board regarding that conflict.

2.3 Person to person

- (a) I will not break the law, go against relevant regulations or act in disregard of GBS's policies in my relationships with fellow directors, staff, volunteers, members, service recipients, contractors or anyone I come into contact with in my role as director.
- (b) I will strive to establish respectful, collegial and courteous relationships with all I come into contact with in my role as Director.
- (c) I will strive to promote a culture of high aspiration and ambition for fellow directors, staff, volunteers and members, whilst celebrating success to motivate further achievement.

2.4 Protecting GBS's reputation

- (a) I will not speak as a Director of GBS to the media, in a public forum, or post on social media on GBS matters, without the prior knowledge and approval, not to be unreasonably withheld, of the CEO or Chairman.
- (b) When I am speaking as a Director of GBS, my comments will reflect current GBS's policies even when these do not agree with my personal views.
- (c) When speaking as a private citizen I will strive to uphold the reputation of GBS and those who work in it.
- (d) I will respect organisational, Board and individual confidentiality.
- (e) I will take an active interest in GBS's public image, noting news articles, books television programmes and other media sources, about similar organisations or about important issues for GBS.
- (f) I will ensure that all GBS activities are, within the context of international sport, sensitive to all issues relating to the protection of the environment and to the welfare of athletes, coaches and staff at all levels of ability.
- (g) I will always promote, inform and propagate the concept and understanding of fair play and fair sporting attitudes.

2.5 Personal gain

- (a) I will not gain materially or financially from my role as a Director except as agreed by the Board regarding Directors fees or salary, nor will I permit others to do so as a result of my actions or negligence.
- (b) To the extent that I seek reimbursement for expenses I will always document this according to GBS's procedures.
- (c) I will not accept gifts or hospitality outside the scope of the policy for Gifts and Hospitality.
- (d) I will use GBS's resources responsibly, when authorised, in accordance with procedure.

2.6 In the boardroom

- (a) I will strive to embody the principles of leadership in all my actions and live up to the trust placed in me by GBS and its members.

- (b) I will abide by Board governance procedures and practices.
- (c) I will strive to attend all Board meetings, giving apologies ahead of time to the Chair if unable to attend.
- (d) I will study the agenda and other information sent me in good time prior to the meeting and be prepared to debate and vote on agenda items during the meeting.
- (e) I will honour the authority of the Chair and respect his or her role in managing the meeting.
- (f) I will engage in debate and vote in meetings according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.
- (g) I will maintain confidentiality about what goes on in the boardroom unless authorised by the Chair or board to speak of it.

2.7 Enhancing governance

- (a) I will participate in induction, training and development activities for Directors.
- (b) I will continually seek ways to improve board governance practice.
- (c) I will recognise and embrace change and innovative thinking, whilst keeping governance, regulations and the law to the fore.
- (d) I will strive to identify good candidates for Directorship and appoint new Directors on the basis of merit.
- (e) I will support the Chair in his/her efforts to improve his/her leadership skills.
- (f) I will support the CEO in his/her executive role and, with my fellow Board members, seek development opportunities for him/her.

2.8 Leaving the board

- (a) I understand that breach of any part of this code may result in my removal from the board.
- (b) Should I resign from the Board I will inform the Chair in advance in writing, stating my reasons for resigning. Additionally, I will participate in an exit interview.

Name of Director:

Signed:

Date: