



**CRICKET
SCOTLAND**

ETHICS POLICY

Cricket Scotland Ethics Policy

Introduction

The purpose of this Code of Ethics is to set out the rules that will govern the conduct of persons serving on the Boards of Cricket Scotland Limited and Cricket Scotland Holdings Limited including without limitation, Directors, the President, the Chief Executive, and all Cricket Scotland staff (“Officials”).

It supersedes all prior and existing rules that are applicable to Officials.

The Code is adopted partly in response to issues raised in Lord Condon’s Report on Corruption in International Cricket and in particular to encourage corporate bodies to address conflict of interest issues for those who serve on Boards.

The overriding objectives of the Code are to enhance the reputation of the Cricket Scotland, to foster public confidence in the Cricket Scotland’s governance and administration of the sport of cricket throughout Scotland and in particular to strengthen its authority to deal with corruption. As the guardians of the sport in Scotland and because Officials operate in the public spotlight, they are expected to conduct their affairs on a basis consistent with the great trust that has been placed in them. This requires their behaviour to conform to the highest standards of honesty, impartiality, equity and integrity when discharging their duties and responsibilities. Officials’ actions must be dedicated to the promotion and development of the sport of cricket throughout Scotland. This Code of Ethics should be read and understood as a minimum standard of acceptable conduct.

1. General Statement

1. Each Official shall act in an honest and ethical manner. In order to facilitate the transparent operation of Cricket Scotland, conduct that gives the appearance of impropriety will also be unacceptable. Officials shall not engage in any conduct that in any way denigrates Cricket Scotland or harms its public image. No funds or assets of Cricket Scotland may be used for any unlawful purpose, and no Official may engage in unlawful conduct.

2. Fiduciary Duties

1. Each Official shall owe to Cricket Scotland a duty of care and loyalty. Specifically, each Official, shall discharge his duties (a) in good faith, (b) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner that the Official reasonably believes to be in the best interests of Cricket Scotland.
2. Officials shall at all times serve the interests of Cricket Scotland and the sport of cricket as a whole. Officials shall not promote their own (or

a group of) club or regional Cricket Board's interests at the expense of the dignity, integrity or interests of Cricket Scotland or of the sport of cricket in general.

3. Each Official shall ensure that all Cricket Scotland's assets and services are applied only in furtherance of, and in accordance with, Cricket Scotland's objectives and that they are not used other than for official Cricket Scotland business.

3. Conflicts of Interest

1. Officials must be free from any influence which might interfere or appear to interfere with the proper and efficient discharge of their duties, or which might be inconsistent with their duty of loyalty to Cricket Scotland. It is also the duty of Officials not to use their position with Cricket Scotland for personal advantage or gain. To that end no Official shall have an undisclosed conflict of interest.
2. Circumstances in which a conflict of interest would arise include:
 - i. Material and direct personal involvement with sponsors, suppliers, vendors, contractors, venues, broadcasters, customers, such as, ownership of a material interest in such an entity; acting in any material capacity in such an entity, or acceptance of material payments, services or loans from such an entity.
 - ii. Ownership of property affected by Cricket Scotland action or acquired as a result of confidential information obtained from Cricket Scotland.
 - iii. Outside employment which might materially impact a Officials performance or efficiency in relation to his duties to Cricket Scotland.
 - iv. Outside activities in civic, professional or political organisations which might involve improper and unauthorised divulging of confidential information.

This list is not exhaustive, merely illustrative. Where a Official, either directly or indirectly, has such a conflict of interest or there is a potential for such a conflict of interest to arise, he shall:

- i. Disclose the interest to the Chair, who shall have the authority to either (a) approve the conflict, or (b) refer the matter to the Board of Directors for further consideration; and
 - ii. Excuse himself from any formal discussions related to the conflict of interest; and
 - iii. Abstain from voting and from seeking to influence the vote on any matter related to the conflict of interest.
3. Pursuant to the provisions of the Code, if the Chair himself has any conflicts or potential conflicts then he shall make a declaration about those conflicts to the Board of Directors.

4. Confidentiality

1. Officials shall not disclose any facts, data or other information entrusted to them in confidence by virtue of their directorship of Cricket Scotland. Disclosure of any such information must not be for personal gain or benefit, nor should it be undertaken maliciously to damage the reputation of Cricket Scotland or any other person individually involved.
2. These duties of confidentiality will continue indefinitely or until such time that such information comes into the public domain, other than by breach of confidentiality obligation or until a Official is required, by law, to disclose such information.

5. Gifts

1. Subject to clause 5.c any individual gifts, benefits, hospitality or other advantages which are received by Officials, either directly or indirectly, which in any way relates to, or which arose as a result of, his or her position as an Official could be seen to potentially influence the judgment of the Officials in the discharge of their duties. Therefore, for the purposes of transparency, they must be disclosed to the Chair who will determine if the gift may be accepted.
2. The acceptance of a cash gift (in any form) is strictly forbidden. Officials should not accept a cash payment from any third party in consideration for any services provided by Cricket Scotland.
3. Gifts, which the recipient reasonably, and in good faith believes to have a nominal value, may be accepted without disclosure. In no event, however, may any such gift influence or appear to influence the recipient in the discharge of his official duties.
4. You must declare and keep a written record of all hospitality or gifts given or received. You must also submit all expenses claims relating to hospitality, gifts or payments to third parties in accordance with our expenses policy and record the reason for expenditure.
5. All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept "off-book" to facilitate or conceal improper payments.

6. Betting, Gaming or Gambling

1. No Official shall, either directly or indirectly bet or instruct, permit or enable any person for the benefit of any such Official to bet on the result, progress or conduct of any cricket match or cricket competition.
2. No Official shall have any business association or enter into any business arrangement (whether formal or informal) with any person or company who has interests in gambling or any other form of financial speculation on the outcome of any sporting event anywhere in the

world if such association or arrangement involves the payment of any monies to or by, or the conferring of any benefit(s) or advantages(s) upon or by, the Official either directly or indirectly for entering into such association or arrangement.

3. It is not permitted and an Official shall be in breach of this Code if a member of his immediate family (being a spouse, parent, sibling, son or daughter) has a controlling interest in a betting business, a substantial relationship with a betting business or is employed in the day to day operational control of a betting business.
4. For the avoidance of doubt the receipt of winnings by Officials as a result of successful gambling on any matter unconnected with cricket shall not itself constitute a breach of the Code;
5. No Official shall engage in any of the following: (a) match-fixing; (b) spot-fixing; (c) disclosing information relating to cricket matches which the Official knows could be used in relation to betting; (d) approaching players, player support personnel or match officials to get involved in match-fixing or spot-fixing; and (e) soliciting, inducing, encouraging, enticing, persuading, or facilitating any other person to engage in any of the foregoing conduct.

7. Enforcement

1. All Officials are expected to use good judgment, protect the spirit of cricket and abide by this Code of Ethics. Any violation may expose the Official and/or Cricket Scotland, to civil and criminal liability and may harm their reputation and therefore their ability to achieve their mission.
2. Anyone who violates the Code of Ethics may be subject to disciplinary measures. The Chair (or his/her designee) shall review all alleged violations of the Code of Ethics. If appropriate, the Chair (or his/her designee) will conduct an investigation, hold a hearing and also recommend sanctions to the Board, including but not limited to a recommendation to remove an Official.
3. Each Official has the obligation not only to abide by the Code of Ethics, but also to report violations of the Code of Ethics when they become aware of them.
4. This policy serves as a framework to guide ethical conduct, but by no means covers every situation. If Officials are unclear about the requirements of this policy they should consult the Chair. Officials have a responsibility to ask questions if they have doubts about a situation or proposed course of action.

8. How to raise a concern

If you are offered a bribe, or are asked to make one, or if you suspect that any bribery, corruption or other breach of this policy has occurred or may

occur, you must notify your line manager or report it in accordance with our Whistleblowing Policy as soon as possible.