

Ethical Fundraising Policy

1. INFORMATION

Name of Organisation: Tennis & Rackets Association Limited (T&RA)

Address of Organisation: W14 9EQ

Website and email: www.tennisandrackets.com executive@tennisandrackets.com

Contact for fundraising issues: Chief Executive

Aims: The T&RA's objects are restricted specifically to the advancement of amateur sport for the benefit of the public by the encouragement of participation in Tennis and Rackets through such means as the Trustees think fit including but not limited to:

- acting as the governing body for Tennis and Rackets in the United Kingdom;
- organising Tennis and Rackets tournaments and other events at which Tennis and Rackets are played;
- increasing participation in Tennis and Rackets especially by those under 18 years of age and by under-represented groups including those with disabilities; and
- providing grants to clubs, schools and universities to assist in the provision of facilities for Tennis and Rackets.

Vision: A future built on history.

Mission: To create a sustainable and vibrant future for Real Tennis and Rackets. Enabled by progressive governance, innovation and a genuine passion for the sports, the T&RA is dedicated to a long future for our games, to match their illustrious history.

Policy: A sponsor should:

- Support the charitable objectives of the T&RA (i.e., agreement for the T&RA to spend money consistent and in accordance with its objects);
- Reflect the integrity of the organisation;
- Not influence the decision making of the T&RA;
- Be consistent with the T&RA's mission and culture; and
- Abide by ethical governance regulations in force, such as avoiding modern slavery.

2. COMMITMENT TO ADDRESS ETHICAL ISSUES

We actively seek opportunities to work together with external organisations to achieve shared objectives. However, it is vital that we maintain our independence and do not allow external partnerships or funding to bring the T&RA into disrepute. The T&RA therefore seeks;

- initiatives that do not compromise the independent status of T&RA.
- to ensure that the activities of organisations we work with are consistent with our organisational values.

This policy has been devised to ensure clarity to and openness with our stakeholders.

3. PROCESS

Ordinarily the T&RA will not accept more than ten per cent of total income per annum from one corporate partner, nor more than 25 per cent of total income per annum from commercial organisations, so as not to compromise our integrity, but will proceed on a case-by-case basis. This does not include money raised via employee and customer fundraising as part of any corporate partnership arrangements.

All sponsorship with a value of more than £5,000 must be approved by the Board of Trustees.

Contracts with partners and funders must permit the T&RA to withdraw from any partnership where new developments have the result that areas of this ethical sponsorship policy are adversely impacted. All such contracts should be reviewed routinely by the T&RA Treasurer.

Only the T&RA office will have direct access to its fundraising databases.

4. AVOIDANCE CRITERIA

Partnerships with, or funding from, individuals and companies involved in any activities contrary to our goals and values should be avoided.

Partnerships with, or funding from, individuals or companies whose commercial objectives would conflict with our goals and values, or which could promote inaccurate or misleading messages about our commitment to those goals and values would be inappropriate.

The T&RA would have a legitimate concern concerning individuals or companies with a poor reputation for equal opportunities and diversity.

5. DONATIONS

The T&RA has legal duties and responsibilities for due diligence when accepting donations.

Charity Trustees must use their charity's funds and assets only in furtherance of the charity's purposes. They must avoid undertaking activities that might place the charity's funds, assets or reputation at undue risk.

This means that to meet the T&RA's legal duty to protect charity assets with the necessary care and properly to assess risk, Trustees must carry out appropriate due diligence on those individuals and organisations from which the charity receives donations or to which money is provided. 'Due diligence' is an important part of Trustee duty and is essential in safeguarding charity assets. It means carrying out proper 'checks' on those individuals and organisations that give money to, or receive money from, the charity, including partners and others that are contracted to work with it.

The T&RA Trustees must carry out appropriate due diligence checks to establish the identity of the donor on:

- Any anonymous donations before accepted
- All donations over £5,000
- Any donations that come with conditions attached
- Any donations from overseas donors

Anonymous donations

Any anonymous donations with a value of over £25,000 need to be reported to the Charity Commission.

6. INVESTMENT POLICY

The Trustees have considered whether to have a specific policy to restrict investment in countries or companies which may in some way be considered socially, environmentally or ethically irresponsible. As such they have instructed their investment managers to be mindful of their responsibilities in ensuring that they do not inadvertently embarrass the charity and would seek evidence they were engaging with companies to ensure, in relation to Environment, Social and Governance issues, these companies were acting responsibly and improving their performance, as well as voting regularly on their behalf. The over-riding objective of the Trustees is to achieve the best optimum return from a broad spread of investments and, subject to there being satisfactory evidence of the aforementioned engagement, they have decided not to impose any restrictions on their investment managers.

7. TRANSPARENCY

The T&RA will communicate its commitment to this policy to the organisation's stakeholders. A copy of this policy will be displayed on our website upon adoption.

Adopted by the Board 25 May 2021

Amended July 2022

Review July 2025