

TENNIS & RACKETS ASSOCIATION LIMITED (T&RA) ETHICS POLICY

1. Introduction

The policy sets the standards of conduct which the T&RA expects from its "representatives", that is to say, Council, Trustees, staff, authorised volunteers and any others working within its auspices. This policy may be supplemented by any additional governance approved by the Council.

2. Ethical Principles¹

2.1 The T&RA's success depends on the trust and confidence of all those with whom the Association and its representatives come into contact. That trust and confidence depends on the T&RA's reputation for acting ethically, with integrity and to the highest professional standards. Therefore the T&RA expects its representatives to strive at all times to avoid acting in such a way as would, inadvertently or otherwise, bring the T&RA into disrepute.

2.2 In all actions, activities and relationships the T&RA expects its representatives to act from the highest standards of integrity and professionalism.

2.3 The T&RA expects its representatives to:

2.3.1 discharge their functions reasonably, according to and with respect for applicable domestic and international law, ethical standards and the provisions of any relevant trust or legal condition;

2.3.2 apply the ethical standards governing their particular areas of responsibility;

2.3.3 act with honesty and integrity, and never knowingly mislead any person;

2.3.4 recognise and acknowledge the contributions of others who support the T&RA; and

2.3.5 be impartial, i.e.: (i) ensure that they declare and make known personal interests and do not give or receive inducements which could be, or seen to be, corrupt, in conflict with the interests of the T&RA or as devices intended merely to avoid a tax liability; (ii) adhere to the Seven Principles of Public Life; (iii) offer or provide services to any T&RA donor on terms no more beneficial than those offered or provided to others.

2.4 In furtherance of these principles trustees and senior officers of the T&RA shall make known to the Council (as the case may be):

2.4.1 any actual or potential conflict between their own and the T&RA's interests that might arise or might be perceived to arise in the mind of an impartial observer; and

2.4.2 any actual or potential pecuniary interest they or a member of their close family may have in any fundraising or investment entered into or proposed by the T&RA.

2.5 The T&RA maintains registers of donations and benefits (whether received directly or through the Dick Bridgeman TRA Foundation, Peter Kershaw Bursary Fund or Young Professionals' Fund).

2.6 The Conditions of Service of individual staff members sets out the detailed rules for the application of these principles in the specific circumstances of T&RA employees.

¹ This policy incorporates the Seven Principles of Public Life (Nolan Committee; March 1996).