

EUROPEAN CRICKET

CODE OF CONDUCT

Respect, Integrity and Excellence

...are our core values – this is our collective commitment towards a healthy, respectful, fair and successful sport.

It takes years to build up trust and a good image, but it can be shattered in a matter of seconds!

GENERAL REMARKS

The European Cricket Network (ECN) and the ECL AG expects that the whole ECN Crew and all staff members act according to highest standards of ethics, integrity, and behaviour when exercising in any kind of function and dealing with colleagues, players, team managers, officials, and other stakeholders.

The ECN Code of Conduct establishes the standards of behaviour that must be met by all ECN staff. Where these standards are not met, appropriate disciplinary action will be taken. In cases where the breach involves serious misconduct, this may result in summary dismissal. In cases where a breach of the policy involves a breach of any law, then the relevant government authorities or the police shall be notified.

The purpose of this ECN Code of Conduct is to set the guidelines of what ECN expects from everyone. All ECN staff members are required to be familiar with and to comply with the terms of this policy. Failures may result in disciplinary action, including potentially termination of mandate.

There is a Zero Tolerance Policy in place for misbehaviour like the consumption of alcohol, drugs, sexual harassment, or corruption, when acting in any ECN role.

The image of ECN and the quality of what we deliver is key and our Unique Selling Proposition (USP). We are the role models not only for the local organizers, but also for the (young) players. We therefore need to show discipline in whatever we do, show, say, how we behave and how we dress (see Annex 1) – Stronger Together!

PRINCIPLES**1. Professionalism and Integrity**

- Acting in any kind of role for ECN, you shall uphold the highest standards of professionalism and integrity.
- You shall act in a manner that promotes the integrity and reputation of the game of cricket and the core values, Respect, Integrity, Excellence, of the ECN.
- You shall ensure and maintain punctuality.
- You shall respect ECN's property.

2. Impartiality and Fairness

- You must maintain impartiality and fairness in all aspects of cricket, including officiating, team selections, and decision-making.
- You shall avoid any favouritism or bias towards any team or individual player.

3. Respect and Sportsmanship

- You shall treat players and teams, officials, coaches, staff, and spectators with respect, fairness, courtesy, and sportsmanship.

4. Proper Language and Conduct, No Swearing Policy

- You shall communicate in a manner that upholds the highest standards of professionalism, respect, and integrity. The use of derogatory, discriminatory, or offensive language, including swearing, is strictly prohibited in any professional capacity. This applies to verbal and written communication, encompassing emails, official documents, and social media interactions. Adhering to a standard of proper language and conduct is essential to maintaining a positive, inclusive working environment and fostering clear and always respectful communication.

5. Compliance with Regulations

- You shall adhere to the rules, policies, procedures, and regulations set forth by the cricket governing bodies and ECN / European Cricket League AG.
- You shall stay updated on any changes in the regulations and comply with them accordingly.
- You shall be faithful and diligent, and actively pursue ECN's best interests at all times.
- You shall not engage in conduct, whether during or after work hours, that in the opinion of ECN causes damage or potential damage to ECN property or reputation.

PRINCIPLES

- You shall not, in connection with your mandate, accept any financial or other benefits from any entity other than ECN – acceptance of such benefit is in accordance with ECN's usual workplace policies or has been disclosed to ECN well in advance and expressly approved.
- You shall immediately disclose any potential, perceived or actual conflict of interest (whether direct or indirect) that may give rise to a conflict with the performance of your obligations, or the ECN's business, confidential information or reputational interests. ECN may direct you to take action to eliminate or reduce any such conflict, and you must comply with such directions.
- You shall comply with all reasonable and lawful instructions given by or on behalf of ECN.

6. Alcohol, Drugs, and Smoking

The ECN has a Zero Tolerance Policy to its staff members using illegal drugs. If any member of ECN is found to be using illegal drugs at any ECN event they will be dismissed without notice.

- The consumption, possession, or distribution of alcohol and illicit drugs is strictly prohibited during ECN-related activities and official events.
- During any ECN event where accommodation and meals are provided by ECN, it is considered an extension of the workplace. Therefore, consuming excessive amounts of alcohol that could impair your cognitive abilities is strictly prohibited.
- You shall be “fit for work” and not suffering the effects of alcohol or other substances during scheduled event times.
- To ensure a healthy and safe work environment, ECN strictly prohibits smoking on the premises at all times. ECN staff members are not allowed to smoke during work hours, including within their workspace or any designated work areas. However, smoking is permitted during breaks as long as it is conducted away from workspaces and does not cause any disruption or inconvenience to others. It is important to note that the use of e-cigarettes is also prohibited within the workplace premises, aligning with our commitment to promoting a smoke-free environment.

PRINCIPLES**7. Gambling Prohibition**

Engaging in any form of gambling related to cricket is strictly forbidden. This prohibition extends to players, officials, and all personnel associated with ECN. Gambling poses a threat to the integrity of the game and can compromise the fair and unbiased conduct of cricket events. Any involvement in gambling activities related to cricket may result in severe consequences, including termination of association with ECN.

8. Sexual Misconduct

The ECN firmly upholds a Zero Tolerance Policy regarding sexual misconduct by its staff members. Should any member of the ECN be found to engage in sexual misconduct during any ECN event, they will be promptly terminated without prior notice.

- You shall not engage in any form of sexual misconduct, including but not limited to sexual harassment or assault.
- You shall not send sexually explicit or suggestive material, or other offensive or harassing material.
- You shall not use the internet to access and/or download sexually explicit material or other offensive material when acting in an ECN role.

9. Confidentiality and Privacy

- You shall maintain both during and after termination of your mandate with the ECN, the confidentiality of any confidential information, records or other materials received during your ECN mandate.

10. Adherence to Ethical Standards

- You shall adhere to the highest ethical standards and avoid any behaviour that may compromise your and ECN's credibility or reputation.
- You shall not discriminate anyone on the basis of personal characteristics including (but not limited to) sex, race, disability, pregnancy, age, marital status or sexual orientation.
- You shall promote our moto "stronger together" and a sense of camaraderie and mutual respect among all involved.

PRINCIPLES

11. Public Communication

- You shall not make any statements publicly about ECN and ECN's business, unless expressly approved by the senior management. Such public communication includes social media platforms as well.
- You shall not post anything on social media (whether on ECN platforms or personal accounts) which contains any personal views which may be deemed discriminatory, inflammatory, controversial or challenge social norms. Individual posts must not contravene the standards, values, and ethical views of the ECN.

12. Prescribed Medication

- Should you take prescribed medication, which may impact your ability to work, you must bring this fact to the attention of your line manager or human resources, without prejudice.

13. Help & Support

- Any ECN member who feels they require help/support/guidance for any issue (relating to drug, alcohol, mental health and well-being etc) can speak to their line manager or human resources in confidence.

ANNEX 1**DRESS REGULATIONS**

At ECN, we believe that maintaining a professional and uniform appearance is important for creating a positive work environment and a good image.

Our dress code policy is designed to ensure that we all present ourselves in a manner that reflects our values and upholds our professional standards.

By adhering to the following guidelines, we can promote a unified and professional image to players, partners, and colleagues:

ECN staff clothing (uniform):**1. Requirements**

You are required to wear the ECN branded and official clothing during your working hours, as specified by the Company. The clothing will be provided by the Company, and it is essential to wear it in a clean and presentable manner. You should ensure that your clothes are well-fitted and in good condition.

2. Personalization and Accessories

While wearing the ECN clothing, you should refrain from making any alterations or modifications that deviate from the prescribed design or appearance.

Personalization such as adding pins, badges, or other accessories is not allowed, unless explicitly permitted by ECN.

3. Hygiene

You are expected to maintain good personal hygiene while wearing the ECN outfits. Regular grooming, including clean and well-maintained hair, nails, and personal appearance, is essential.

4. Safety Considerations

In certain roles or work environments, safety regulations may require specific attire, such as protective clothing, footwear, or equipment. Should you be in a position such as, you must adhere to the safety guidelines provided by your supervisors or ECN's safety policies, in addition to wearing the prescribed outfit.

ANNEX 1**5. Exceptions and special circumstances**

Management may make exceptions to the official ECN clothing requirements for certain events or circumstances, such as casual days or team-building activities. You will be notified in advance if there are any changes or exceptions to the standard policy.

6. Respect and Sensitivity

You should be mindful of cultural and religious diversity when wearing the ECN branded clothing. We respect and value individual differences, and the ECN clothing should be worn in a way that is inclusive and respectful to all.

7. Commentators

The guidelines pertaining to dress code regulations for commentators will be established and communicated separately.

Failure to comply with the dress code policy may result in counselling, or corrective action. The HR department is available to provide guidance and to answer any questions regarding the dress code policy. By adhering to these guidelines, we can project a unified professional image and contribute to a positive work environment for everyone.

This dress code policy, including the ECN official clothing requirement, is subject to review and revision as deemed necessary by ECN.

**STRONGER
TOGETHER**

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