

LAWN TENNIS ASSOCIATION LIMITED

Company number 07459469
(the “Company”)

Minutes of a meeting of the BOARD OF DIRECTORS of the Company (the “Board”) held on Tuesday 23 April 2024 at 9am by Teams videoconference call

Present Bridie Amos, Rachel Baillache, Sara Bennison, Sanjay Bhandari, Roy Colabawalla, Richard Cutler, Lord Davies of Abersoch, Anil Jhingan, Nigel Jordan, Scott Lloyd, Sandi Procter, Simon Steele and Sir David Tanner

In attendance David Humphrey (item 3), Georgina Land-Wilkins, Olly Scadgell (item 3) and Pamela Woodman (Company Secretary)

1. Welcome & Declaration of Interests

Lord Davies welcomed everyone to the meeting.

In accordance with section 177 of the Companies Act 2006, each director present confirmed that they had no direct or indirect interest in any of the business to be transacted at the meeting. Otherwise, the declarations of interest were as previously recorded, and directors were reminded to continue to declare any interest which may arise during the meeting at the appropriate time.

2. Finance Matters

2.1 2023 Finance & Governance Report

The Board had received a draft of the 2023 Finance & Governance Report for the Company (i.e. Lawn Tennis Association Limited) and its group in the Board pack which had already been considered by the Audit Committee. Simon Steele confirmed that no amendments had been made since then. The Board was provided with both the text only version (being the format required by Companies House for submission to it), as well as the full “glossy” version with photographs. It was confirmed to the Board in the paper that the text in both versions was the same.

After due consideration, the Board approved (both versions of) the 2023 Finance & Governance Report, including the financial statements of the Company and its group, in the terms of the drafts circulated in the Board pack with the amendments noted above. The Board then delegated authority to Lord Davies, Scott Lloyd and Simon Steele respectively to sign the report and financial statements on behalf of the Company where indicated.

2.2 Management Representation Letter

A draft management representation letter from the directors of the Company to the auditors (PriceWaterhouseCoopers LLP) was provided in the Board pack. After due consideration, the Board approved the terms of the letter and that it may be signed and provided to the auditors.

3. Safeguarding and Integrity

[David Humphrey and Olly Scadgell joined the meeting]

3.1 Safeguarding Update

The paper included in the Board pack was taken as read and noted by the Board.

3.2 Anti-Doping and Integrity Annual Report

The report included in the Board pack was taken as read. David Humphrey explained that this was an annual report in relation to anti-doping activities but reminded the Board that updates were provided throughout the year.

David Humphrey explained that the 2023 summary of anti-doping activities set out in appendix 1 to the paper was a public-facing document and would be published on the LTA website. He also noted that the anti-doping education plan (set out in appendix 2 to the paper) supports the LTA Integrity Plan 2024-2026 and required to be approved by the Board. He explained that both of these documents were required as part of the UK Anti-Doping (UKAD) assurance framework and that they had been reviewed by Sir David Tanner as the welfare and safety lead director.

David Humphrey provided an update on the LTA's investment into additional player testing (through UKAD). Sir David Tanner noted that Richard Nunn was working hard on educating players regarding the "whereabouts" requirements and anti-doping more generally. Sir David Tanner noted that the International Tennis Integrity Agency had appealed against a decision of an independent tribunal involving a British female tennis player. In summary, Sir David Tanner noted that 2023 was a good year for anti-doping activity by the LTA.

In response to a query from Sara Bennison regarding anti-corruption matters, Pamela Woodman confirmed that the general principle was that, as directors, none of them was permitted to bet in any way on tennis or padel.

Lord Davies noted that, on a related point, the existing policy for anti-bribery and gifts should be reviewed and updated if necessary and confirmed back to the Board in due course.

After discussion, the Board noted the paper and approved the Anti-Doping Education Plan 2024-26 (as set out in appendix 2 to the paper).

[David Humphrey and Olly Scadgell left the meeting]

4. Corporate Governance – Meritorious Service Awards ("MSAs")

It was noted that 14 nominations had been made in total which were all assessed against the criteria for the award. Sandi Procter provided feedback to those who made nominations (and their LTA Councillors) which were not successful and suggested that it may be appropriate to consider recognising the nominees at county/local level.

The Nomination Committee had made recommendations to the Board in respect of the awarding of MSAs to 8 of the nominees (who met the criteria and were deserving of the award), all as set out in the paper in the Board pack. After due consideration, the Board approved the granting of an MSA to each of the eight nominees recommended to it. The recipients were:

Elizabeth Sweeting (Cheshire)

Sue Eames (Cornwall)
Kevin Croydon (Dorset)
Jan Thomas (Herefordshire and Worcestershire)
John Darby (Kent)
Peter Horrocks (Lancashire)
Geoffrey Bone (Leicestershire)
Mike Watling (Suffolk)

There being no further business the meeting closed.

Signed..... Date.....