

**THE COMPANIES ACTS 1985, 1989 & 2006**  
**PRIVATE COMPANY LIMITED BY GUARANTEE**  
**AND NOT HAVING A SHARE CAPITAL**

**ARTICLES OF ASSOCIATION**

**of**

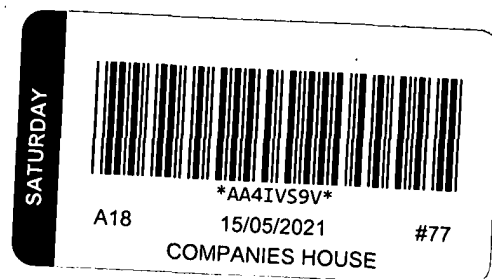
**ENGLAND HOCKEY**

**(Registered co. no. 4623333)**

**Adopted on 26 March 2013**

**Amended on 20 March 2018**

**Adopted on 16 March 2021**



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**Adopted on 16 March 2021**

**Constitution**

1. The Company is established as a private company within the meaning of section 1(3) of the Act in accordance with and subject to the provisions of the Act and of the Memorandum. The Memorandum is deemed to be included in these Articles pursuant to and to the extent stated in Section 28 of the 2006 Act, and is amended as follows:

(1) By the addition as Clause (3)(aa) of:

(3)(aa) "as the National Association in England subject to the Statutes and Regulations of and as a member of the FIH and the EHF, to be the sole and exclusive authority for the governance of hockey in England, including both field and indoor hockey and other derivatives of the game as decided from time to time by the FIH;

(2) By the addition of a new Clause (3)(q) of:

(3)(q) "commit to the principles of equality of opportunity and ensure as far as practicable that no employees, job applicants, office holders, volunteers, consultants, members within its jurisdiction (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (together the "Protected Characteristics");

(3) By the addition of a new Clause (3)(r) of:

(3)(r) "ensure as far as practicable that there will be open access to all those who wish to participate in any aspects of hockey activities and those Stakeholders are treated fairly, equally and with respect;

(4) By re-designating Clause (3)(q) as Clause (3)(s): and

(5) By the substitution of Clause (10) with:

(10) "Every Member undertakes to contribute such amount as may be required (not exceeding £1) to the Company's assets if it should be wound up while he, she or it is a Member or within one year after he, she or it ceases to be a Member for payment of the Company's debts and liabilities contracted before he, she or it ceases to be a Member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves."

### **Interpretation**

2. In these Articles and the Memorandum the following words and expressions shall, unless the context otherwise requires, bear the following meanings:

**"2006 Act"** means the Companies Act 2006 (to the extent that it is in force and as amended)

**"Act"** means the Companies Act 1985 including any statutory modification or re-enactment thereof for the time being in force;

**"Adoption Date"** means *16<sup>th</sup> March 2021*

**"Appointments Committee"** means the Committee of the Company described in Article 101;

**"Appointment Term"** means the period of time commencing on the date of election and ending at the conclusion of the AGM at the end of three years;

**"Area Companies"** means eight Companies Limited by Guarantee with Constitutions approved by the Company and admitted to membership of the Company to facilitate governance by the Company of hockey in eight geographical Areas of England as defined by the Company pursuant to these Articles and regulations made pursuant to these Articles;

**"Areas Standing Committee" or "ASC"** means the Committee of the Company described in Article 94;

**"Articles"** means these Articles of Association of the Company as the same may be amended from time to time;

**"Associate Member"** means any corporation, association, club and organisation that is accepted by the Company as being entitled to participate in any competition or activity associated with hockey or otherwise within the jurisdiction of the Company subject to such limited terms and conditions as shall be required by the Company and agreed by the Associate Member, including being described as an Associate Member;

**"Audit Committee"** means the Committee of the Company described in Article 106;

**"Auditors"** means the auditors of the Company from time to time;

**"Board"** means the board of directors of the Company;

**"CE"** means the Chief Executive of the Company;

**"Charity Commission"** means the statutory organisation that regulates charities known as the Charity Commission for England & Wales;

**"clear days"** in relation to the period of a notice means the period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;

**"club"** means an association of persons or organisation, and whether or not including 'club' within its name, established for purposes that include the playing of hockey;

**"Code"** shall mean the Code for Sports Governance as published by Sport England and UK Sport from time to time;

**"Companies Acts"** means the 2006 Act and the Act together including any statutory modification or re-enactment thereof for the time-being in force;

**"Company"** means England Hockey, the National Association and sole and exclusive Governing Body for hockey in England;

**"County Associations"** means those county hockey associations duly affiliated to England Hockey and to their Regional Associations immediately prior to the Adoption Date;

**"Director"** means a member of the Board;

**"EHF"** means the European Hockey Federation;

**"electronic communication"** has the same meaning as in the Electronic Communication Act 2000 as amended from time to time;

**"England"** means the whole of the country of England under the jurisdiction of the Company, including the Isle of Man and the Channel Islands, as recognised by the FIH;

**"executed"** includes any mode of execution;

**"Executive Directors"** means those Directors appointed by the Nominations Committee from time to time pursuant to Article 60;

**"FIH"** means the International Hockey Federation;

**"Full Members"** means the members of the Company having the right to vote at General Meetings up to and including on the Adoption Date;

**"Great Britain Hockey"** shall have the meaning defined by Great Britain Hockey Board from time to time;

**"hockey"** means the game of hockey, including both field and indoor hockey and other derivatives of the game as decided from time to time by the FIH and England Hockey;

**"Independent Non-Executive Directors"** means those Directors appointed in accordance with Article 61; and who must satisfy the requirements of the Code.

**"Material Benefit"** means a benefit which may not be financial but has a monetary value;

**"Members"** means all the individuals, corporations, associations, clubs and organisations admitted to membership (of any class or category) of the Company either pursuant to these Articles or in accordance with regulations made pursuant to these Articles whether entitled to vote at General Meetings or not;

**"Memorandum"** means the Memorandum of Association of the Company at the date of incorporation and, where applicable, any subsequent additions or amendments thereto;

**"month"** means a calendar month;

**"Nomination Committee"** means the Committee of the Company described in Article 99;

**"Non-Executive Directors"** means those Directors who are either an Elected Non-Executive Director elected from time to time by the Members pursuant to Article 59 or the Independent Non-Executive Directors;

**"Non-Executive Directors Appointment Term"** means the period of 3 successive years beginning on the date of an Annual General Meeting at which a Elected Non-Executive Director is appointed or, in the case of an Independent Non-Executive Director, the date of the Annual General Meeting from which the appointment shall take effect pursuant to Article 61;

**"Non-Voting Member"** means a Member admitted to membership of the Company as a Non-Voting Member pursuant to these Articles and any regulations made pursuant to these Articles;

**"Office"** means the registered office of the Company;

**"Observer"** means any person appointed pursuant to Article 73 or Article 94.2;

**"Patron"** means a patron of the Company appointed pursuant to Article 14;

**"Postholder"** includes any Director or President or Vice-President and where a Postholder is elected for a term of years such term shall expire on the date of the Annual General Meeting of the Company in the last calendar year of such term;

**"President"** means the President of England Hockey;

**"Regional Associations"** means:

- (a) the East Region Hockey Association;
- (b) the Midland Region Hockey Association;
- (c) the North Hockey Association;
- (d) the Southern Counties Hockey Association;
- (e) the West Hockey Association; and
- (f) the Combined Services Hockey Association,

being the six Regional Associations that are Members of England Hockey at the Adoption Date;

**"Regions' Consultative Committee"** or **"RCC"** means the Committee of the Company described in Article 92;

**"RCC Member"** means a member of the Regions' Consultative Committee;

**"Remuneration Committee"** means the Committee of the Company described in Article 83;

**"seal"** means the common seal of the Company if it has one;

**"Secretary"** means the company secretary of the Company or any other person appointed to perform the duties of the company secretary of the Company pursuant to Article 87;

**"Sport England"** means the body of the English Sports Council responsible for the development and maintenance of sport infrastructure in England and distributing National Lottery funds or its successors or assigns from time to time;

**"Sub-Area"** means an organisation admitted to membership of the Company pursuant to these Articles and any regulations made pursuant to these Articles to facilitate the governance of hockey in England as a sub-area within the geographical Area of an Area Company;



**"Transition Period"** means the period, to be specified in regulations to be provided by the Board, commencing on the Adoption Date and ending on such date and/or dates as shall be decided by the Board;

**"Transition Regulations"** means regulations issued or to be issued by the Board pursuant to these Articles for the purpose of implementing the changes in governance of the Company required to be carried out pursuant to these Articles during the Transition Period;

**"United Kingdom"** means Great Britain and Northern Ireland;

**"UK Sport"** means the body established by Royal Charter in 1996, the lead agency for high performance sport in UK working in partnership with the home country sports councils and other agencies;

**"Umpiring Association"** means a body of umpires which operates according to a written constitution and which is affiliated at the adoption date to a Regional Association (either directly or through affiliation to a County Association);

**"Vice-President"** means a Vice-President of England Hockey;

**"Voting Member"** means a Member admitted to membership of the Company as a Voting Member pursuant to these Articles and any regulations made pursuant to these Articles.

3. Words importing the singular number only shall include the plural number and vice versa; words importing the one gender shall include all genders; and words importing persons shall include corporations.
4. Subject to the provisions of Articles 2 and 3 and unless the context requires otherwise, words or expressions defined in the Companies Acts shall, unless the context otherwise requires, bear the same meaning in these Articles.
5. The headings in these Articles shall not be taken as part of them or in any manner affect the interpretation or construction of the same.

### **Membership**

6. The number of Members with which the Company proposes to be registered is unlimited.
7. Following the adoption of these Articles on the Adoption Date:
  - 7.1 the Regional Associations, the County Associations and the Umpiring Associations that are Full Members prior to the Adoption Date shall become Non-Voting Members during the Transition Period (subject to the provisions in respect of their membership contained in Transitional Regulations) The Clubs then listed in the Register of Members maintained by the Company as 'Full' Members shall be the Voting Member Clubs.

- 7.2 the other Members (not listed as 'Full Members') listed in the Register of Members shall, in addition to the Regional Associations, the County Associations and the Umpiring Associations be the Non-Voting Members.
- 7.3 The Board shall issue Transition Regulations to include:
- 7.3.1 determining the date on and/or circumstances in which the Transition Period shall end, which may include one or more extensions to the initial Transition Period for such limited specific purposes as the Board may think fit;
  - 7.3.2 provisions governing the rights, privileges, duties and obligations of both Voting and Non-Voting Members during the Transition Period;
  - 7.3.3 the payment of subscriptions/affiliation fees during the Transition Period;
  - 7.3.4 the orderly transfer of responsibilities, duties, obligations and finances from organisations that will cease to be Members during or at the end of the Transition Period to the Company or any Members required by the Company to accept any such responsibilities, duties, obligations and finances during the remainder of and/or after the Transition Period;
  - 7.3.5 the process for any application for membership of the Company during the Transition Period;
  - 7.3.6 model Constitutions to be adopted by the Area Companies and the Sub-Areas.
8. Following the termination of the Transition Period the Voting Members shall be the Voting Member Clubs, (subject to prior approval of their respective Memorandums and Articles of Association) the eight Area Companies, and (subject to prior approval of their Constitutions) any Sub-Area (whether or not a company limited by guarantee or an unincorporated association) recognised by the Company as a Sub-Area, which may include any County Hockey Association that has adopted an approved Constitution, and such other clubs, associations or organisations as the Board may admit to membership as a Voting Member from time to time.
9. The Board may from time to time resolve upon the creation of, and take all such steps as may be necessary to create, other classes of members of the Company (including Associate Members and honorary members) save that the rights of such other classes of members shall not extend to voting at General Meetings without the approval of the Company in General Meeting. Such categories of membership may be under whatever title or nomenclature the resolution may specify and may bestow upon the individuals, corporations, associations, or organisations concerned such rights, privileges, duties and obligations as the Board may decide or are provided for in regulations (except the right to vote at General Meetings unless approved by the Company in General Meeting).
10. The Board shall admit to membership such individuals, corporations, associations, clubs and organisations as it shall think fit and the Board may from time to time prescribe (and vary) criteria for membership.

- 10.1 Every application for membership shall be in writing signed by or on behalf of the applicant in such form as the Board may from time to time determine.
- 10.2 The Area Companies and the Sub-Areas shall not be admitted to membership, and shall not be entitled to remain as Members, without the approval by the Board of their constitutions, including their Memorandum and Articles of Association,
- 10.3 Subject to any contrary decision by the Company, any Member of the Company (other than an individual Member, an Area Company and a Sub-Area) shall automatically be deemed recognised also as a member of the Area Company and the Sub-Area with jurisdiction in the geographical Area in which the Member is located. A Sub-Area shall automatically be deemed recognised also as a member of the Area Company with jurisdiction in the geographical area in which the Sub-Area is located.
- 10.4 Any Member that is suspended from membership of the Company shall automatically be deemed suspended from membership of the relevant Area Company and Sub-Area.
- 10.5 The Board shall not be obliged to give reasons for refusing to accept any application for membership.

#### **Fees, Levies and Subscriptions**

- 11. The Annual Subscription or fees of Voting Members shall be determined by the Annual General Meeting. The Board may set subscriptions or fees at different rates for different categories of Members including Members of the same class.

#### **Termination of Membership**

- 12. Membership shall not be transferable and a Member shall cease to be a Member:
  - 12.1 in the case of a corporation, association or organisation if it ceases to exist or, in the case of an individual, on death;
  - 12.2 if by notice in writing to the Secretary the Member resigns (the Member is deemed to have resigned when the letter of resignation is received at the Office providing after resignation the number of Voting Members is not less than two);
  - 12.3 by unanimous vote of the Board or, if there shall be more than six Directors, by resolution of the Board passed by a majority of not less than three-quarters of the Directors present and voting at the meeting of the Board convened for the purpose. Subject to Article 12.4 below a resolution to terminate a Member's membership of the Company shall not be passed unless the Member has been given not less than 14 clear days' notice in writing of the meeting of the Board at which the matter is

to be considered and has been afforded a reasonable opportunity of being heard by or of making a written representation to the Board prior to the Board voting upon the resolution;

- 12.4 notwithstanding anything else in these Articles if any subscription or other sum payable by the Member is not paid on the due date and remains unpaid one month after the date a notice is served on the Member (in accordance with Article 110) on behalf of the Board informing him or her or it that he or she or it may be removed from the membership if it is not paid. The Board may readmit to membership of the Company any individual, corporation, association or organisation removed on this ground on his or her or it paying such sum as the Board may determine.

### **Register of Members**

- 13 The Secretary shall keep and maintain a Register of Members in which shall be entered the full name, postal address, e-mail address and date of acceptance of each Member and it shall be the continuing duty of the Board, in conjunction with the Secretary, to ensure that the Register of Members is maintained and available for inspection by Members at the Office during normal business hours.

### **Patrons**

- 14 The Board may in its discretion appoint any person to be a Patron of the Company (and remove any Patron) on such terms as they shall think fit.
- 15 A Patron shall have the right to attend and speak (but not vote) at any General Meeting of the Company and to be given notice of General Meetings as if a Member and shall also have the right to receive accounts of the Company when available to Members.

### **General Meetings**

- 16 The Company shall in each year hold an Annual General Meeting in addition to any other meetings in that year, and shall specify the meeting as such in the notices calling it; and not more than 18 months shall elapse between the date of one Annual General Meeting of the Company and that of the next. Annual General Meetings shall be held at such times and places as the Board shall determine.

The Board shall circulate to Members 21 clear days prior to the Annual General Meeting:

- 16.1 the Company's annual accounts,
- 16.2 the Company's proposals for Subscriptions,
- 16.3 the Directors' report, and

16.4 the Auditors' report on the Company.

- 17 All General Meetings other than Annual General Meetings shall be called General Meetings. The Board may call General Meetings and, on the requisition of Voting Members in accordance with the provisions of the Act, shall within 21 days from the date of the deposit of the requisition convene a General Meeting for a date not later than 8 weeks after the deposit of the requisition. In addition to the Voting Members' power to requisition a General Meeting under Section 368 of the Act, a General Meeting may also be requisitioned by:

17.1 not less than 40 Voting Member Clubs;

17.2 Area Companies pursuant to Article 19

- 18 In accordance with the Act, any requisition (whether under Article 17 or Article 19) must state the objects of the meeting and must be signed by the requisitionists and deposited at the Office, and may consist of several documents in like form each signed by one or more requisitionists:
- 19 The Area Companies shall, by written notice signed on behalf of a majority of the Area Companies and served upon the Board, be entitled to requisition a General Meeting of the Company and upon receipt of such notice the Board shall as soon as reasonably practicable and, in any event, within 8 weeks of such notice being received, validly convene and hold the General Meeting:
- 20 If the Board has resolved to call a General Meeting but at the time of giving notice of the meeting there are not within the United Kingdom sufficient Directors to sign the notice to convene a General Meeting, any Director or the President or a Vice President may sign the notice to convene a General Meeting on behalf of the Board.

#### **Notice of General Meetings**

- 21 An Annual General Meeting and a General Meeting shall be called by at least 21 clear days' notice.
- 22 The notice shall specify the time and place of the meeting and the general nature of the business to be transacted and, in the case of an Annual General Meeting, shall specify the meeting as such. The notice shall be given to all Members, Directors, Observers, Patrons and the Auditors.

#### **Proceedings at General Meetings**

- 23 No business shall be transacted at any General Meeting unless a quorum is present. A quorum shall be constituted by any number of persons present at the meeting provided that such persons are duly authorised to represent not less than twenty Voting Members entitled to vote upon the business to be transacted at the meeting.

- 24 If a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting a quorum ceases to be present, the meeting shall stand adjourned to the same day in the next week at the same time and place or to such date, time and place as the Board may determine.
- 25 The President or in his or her absence a Vice-President shall preside as Chair of the meeting. If neither the President nor a Vice-President is present within 15 minutes after the time appointed for holding the meeting and willing to act, the Voting Members present shall elect one of the persons present and representing a Voting Member to be Chair.
- 26 The Chair may permit any person present, whether or not that person is a representative of a Member, to attend and speak at a General Meeting.
- 27 A Director shall, notwithstanding that they are not a Member, be entitled to attend and speak (but not vote) at any General Meeting.
- 28 The Chair may, with the consent of a meeting at which a quorum is present (and shall if so directed by the meeting), adjourn the meeting from time to time and from place to place, but no business shall be transacted at any adjourned meeting other than business left unfinished at the meeting from which the adjournment took place. When a meeting is adjourned for 14 days or more, at least 7 clear days' notice shall be given specifying the time and place of the adjourned meeting and the general nature of the business to be transacted. Otherwise it shall not be necessary to give any such notice.
- 29 A resolution put to the vote of a meeting shall be decided on a show of hands unless, before or on the declaration of the result of the show of hands, a poll is duly demanded. Subject to the provisions of the Act, a poll may be demanded:
  - 29.1 by the Chair; or
  - 29.2 by at least two Voting Members represented in person or by proxy.
- 30 Unless a poll is duly demanded a declaration by the Chair that a resolution has been carried or carried unanimously, or by a particular majority, or lost, or not carried by a particular majority, and an entry to that effect in the minutes of the meeting, shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.
- 31 The demand for a poll may be withdrawn, before the poll is taken, but only with the consent of the Chair. The withdrawal of a demand for a poll shall not invalidate the result of a show of hands declared before the demand for the poll was made.
- 32 A poll shall be taken as the Chair directs and they may appoint scrutineers (who need not be Members) and fix a time and place for declaring the results of the poll. The result of the poll shall be deemed to be the resolution of the meeting at which the poll is demanded.
- 33 A poll demanded on the election of the Chair or on a question of adjournment shall be taken immediately. The demand for a poll shall not prevent continuance of a meeting for the transaction of any business other than the question on which the poll is demanded.

- 34 If a poll is demanded before the declaration of the results of a show of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.
- 35 In the case of an equality of votes, whether on a show of hands or on a poll, the Chair shall be entitled to a casting vote in addition to any other vote they may have.

### **Votes of Members**

- 36 On a show of hands every Voting Member whose name is entered on the Register of Members who is present by a duly authorised representative or by proxy shall have one vote.
- 37 On a poll votes may be given either by a duly authorised representative of a Voting Member or by proxy. A Voting Member Club shall be entitled to a number of votes to be ascertained, by reference to the number of adult teams, whether men's, women's or mixed as the case may be, in respect of which the Club has paid a Subscription for the period in which the General Meeting is being held, as follows:

One vote for clubs with two teams or less;

Two votes for clubs with three teams and less than seven

Three votes for clubs with seven teams and less than twelve

Four votes for clubs with twelve teams and less than twenty

Five votes for clubs with twenty teams or more

And, subject to Article 8:

37.1 An Area Company shall have four votes.

37.2 A Sub-Area shall have four votes.

- 38 No Voting Member shall be entitled to vote at any General Meeting unless all monies then payable by the Member to the Company have been paid.
- 39 No Member shall debate or vote on any matter in which they are personally interested without the permission of the majority of the persons present and voting (and for the avoidance of doubt a Member shall not be "personally interested" in a matter relating solely to the level of subscriptions or fees).
- 40 Any Voting Member may (subject to Articles 38 and 39) by resolution of its board or other governing body authorise such individuals as it thinks fit to act as its representative at any meeting of the Company, and the individual(s) so authorised shall be entitled to exercise on its behalf all the powers that such Voting Member may be entitled to exercise at the meeting.

### Proxies

- 41 The appointment of a proxy and the power of attorney or other authority, if any, under which it is signed or a certified copy of that power or authority shall:
- 41.1 in the case of an instrument in writing, be deposited at the Office or at such other place within the United Kingdom as is specified for that purpose in the notice convening the meeting; or
  - 41.2 in the case of an appointment contained in an electronic communication, be received at such an address which has been specified for the purpose of receiving electronic communications:
    - 41.2.1 in the notice concerning the meeting; or
    - 41.2.2 in any instrument by proxy sent out by the company in relation to the meeting; or
    - 41.2.3 in any invitation contained in an electronic communication to appoint a proxy issued by the Company in relation to the meeting,
- not less than 48 hours before the time for holding the meeting or adjourned meeting at which the person named in the appointment proposes to vote or in the case of a poll, before the time appointed for the taking of the poll, and in default the appointment of proxy shall not be treated as valid.
- 42 No appointment of a proxy shall be valid after the expiration of 12 months from the date of its execution.
- 43 An appointment of a proxy shall be deemed to confer authority to demand or join in demanding a poll.
- 44 No objection shall be raised to the qualification of any voter except at the meeting or adjourned meeting at which the vote objected to is tendered, and every vote not disallowed at the meeting shall be valid. Any objection made in due time shall be referred to the chairperson whose decision shall be final and conclusive.
- 45 A vote given or poll demanded by the duly authorised representative of a Voting Member shall be valid notwithstanding the previous determination of the authority of the person voting or demanding a poll unless notice of the determination was received by the Company at the Office not less than 48 hours before the time for holding the relevant meeting or adjourned meeting at which the vote is given or the poll demanded or (in the case of a poll taken otherwise than on the same day as the meeting or adjourned meeting) at least 48 hours before the time appointed for taking the poll.
- 46 A vote given or poll demanded in accordance with the terms of an appointment of proxy shall be valid notwithstanding the previous revocation of the proxy or of the authority under which the proxy was executed, provided that no intimation in writing of the revocation of the Voting Member shall have been received at the Office not less than 48 hours before the time for holding the relevant meeting or adjourned meeting at which the proxy is used or the poll demanded or (in the case of a poll taken otherwise than on the same day as



the meeting or adjourned meeting) at least 48 hours before the time appointed for taking the poll.

### **Postal Voting**

- 47 Postal voting by Voting Members is permitted only in relation to the election or re-election of Postholders. On a postal vote a Voting Member shall have the same number of votes as it is entitled to on a poll at a General Meeting. In the case of an equality of votes following a postal ballot the result of the ballot shall be decided by recounting the votes on the assumption that all Voting Members that had participated in the ballot had one vote each.
- 48 A postal vote shall be made in accordance with such provisions as may be specified for the purpose in the notice convening the meeting, either:
- 48.1 by using the postal ballot form issued by the Company in an electronic communication or otherwise, delivered to the Office, or such other place within the United Kingdom, or such email address as is specified for that purpose in the notice convening the meeting; or
  - 48.2 by submitting the postal ballot electronically via a portal established for the purpose, details of which shall be contained in the notice convening the meeting;

provided that the ballot is received not less than 48 hours before the time for holding the relevant meeting.

### **The Board**

- 49 The Board of Directors shall consist of a maximum of five Executive Directors (one of whom shall be designated the CE) and not less than six Non-Executive Directors of whom not less than three Directors shall be Elected Non-Executive Directors and the other Directors shall be Independent Non-Executive Directors (one of whom shall be designated the Senior Independent Director).
- 49.1 The Board should include at least two female and at least two male Directors.
  - 49.2 The Executive Directors shall be appointed from time to time pursuant to Article 60.
  - 49.3 The Elected Non-Executive Directors (of whom at least one shall be female and at least one male) shall be elected pursuant to Article 59.
  - 49.4 The Independent Non-Executive Directors (of whom at least one shall be female and at least one male) shall be appointed pursuant to Article 61.
  - 49.5 The number of Independent Non-Executive Directors should be not less in number than one quarter of the Board.

- 50 The Board shall appoint a Chair of the Board. The Chair may be part-time and either a Non-Executive Director (but may be salaried) or a Director. The term for which any such appointment is made shall be fixed by the Board, provided that such term shall not exceed three years (subject to re-appointment at the end of the term) extendable by no more than two additional three-year periods and any salary shall be fixed from time to time by the Board (through the Remuneration Committee).
- 51 The roles of the CE and the Chair shall not be exercised by the same individual.
- 51.1 The duties and responsibilities of the CE and the Chair shall be established in writing and agreed by the Board.
- 51.2 The requirements for and the division of the roles of the CE and the Chair shall comply with any guidance on National Governing Board governance and the Code.
- 52 An Executive Director shall receive such remuneration (either by way of salary, commission, pension or otherwise) as shall be fixed from time to time by the Board after recommendations from the Remuneration Committee.
- 53 If a Non-Executive Director necessarily performs or renders any special duties or services to the Company outside his or her ordinary duties as a director the Board may determine that the Company pay such Non-Executive Director special remuneration and such special remuneration may be paid by way of salary, commission or otherwise as may be arranged and determined by the Board.
- 54 The Non-Executive Directors shall be paid all reasonable travelling, hotel and other expenses properly incurred by them in connection with their attendance at meetings of the Board (or its committees or sub-committees) or General Meetings or otherwise in connection with the discharge of their duties, but shall otherwise be paid no remuneration save as permitted by clauses 5 to 8 of the Memorandum.

### **Powers of the Board**

- 55 Subject to the provisions of the Act, the Memorandum and the Articles and to any directions given by special resolution, the business of the Company shall be managed by the Board who may exercise all the powers of the Company and do on behalf of the Company all such acts as may be exercised and done by the Company and are not by statute, the Articles or any regulations of the Company from time to time in force required to be exercised by the Company in General Meeting. No alteration to the Memorandum or the Articles and no such direction shall invalidate any prior act of the Board which would have been valid if that alteration had not been made or that direction had not been given. The powers given by this Article shall not be limited by any special power given to the Board by the Articles and a meeting of the Board at which a quorum is present may exercise all the powers exercisable by the Board.
- 56 The Board may, as it may deem necessary or appropriate to further the Objects of the Company:

56.1 by power of attorney or otherwise, appoint any person to be an agent of the Company to incorporate any Area or Sub-Area Company, of which the Company shall be a subscriber and a member;

56.2 by power of attorney or otherwise, appoint any person to be an agent of the Company for such other purposes and on such conditions as they may determine;

56.3 establish and/or delegate the management of proprietary clubs of which the Company shall be the Proprietor;

56.4 establish such committees, sub-committees, working groups and other bodies to facilitate the administration and management of the Company.

### **Regulations**

57 The Board shall have power from time to time to make such regulations as it may deem necessary or expedient or convenient:

57.1 for the proper conduct and management of the Company and the affairs thereof;

57.2 as to prescribing classes of and conditions of membership and the rights and privileges of Members;

57.3 as to prescribing the terms of the Constitutions, including the Memorandum and Articles of Association, Regulations and Rules, of the Area Companies and Sub-Areas;

57.4 for the purpose of determining of which Area Company and/or Sub-Area any particular Member of the Company should also be deemed a Member, including the establishment of an independent Dispute Resolution procedure for deciding any disputes arising from any such determination;

57.5 for the purpose of deciding upon the allocation of Members' Subscriptions as between the Company, the Area Companies and the Sub-Areas;

57.6 as to prescribing and/or approving the terms of any competitions or leagues within the jurisdiction of the Company, including any Dispute Resolution or Disciplinary procedures connected therewith;

57.7 as to the duties of any officers or servants of the Company;

57.8 as to the conduct of Members, hockey players, officials, and any other individual or organisation within the jurisdiction of the Company, including Dispute Resolution and Disciplinary procedures;

57.9 as to the conduct of the business of the Company by the Board or any committee, sub-committee, working group or other body within the Company; and

57.10 as to any of the matters or things within the power or under the control of the Board;

provided that the same shall not be inconsistent with these Articles.

58 The Board shall have power to repeal or alter or add to any regulations and the Board shall adopt such means as they think sufficient to bring to the notice of Members all such regulations which shall be binding on Members.

### **Appointment and Retirement of Directors**

59 Subject to the provisions of Articles 68 and 69 all Elected Non-Executive Directors shall be elected by the Full Members by a postal ballot the result of which shall be announced at the Annual General Meeting from the date of which the Elected Non-Executive Director is to be appointed for the Non-Executive Director's Appointment Term.

60 Subject to the provisions of Article 69 each Executive Director shall be appointed from time to time following a process led by the Nomination Committee on behalf of the Board upon such terms, subject to the provisions of Article 52, and for such period as the Board shall decide.

61 Subject to the provisions of Article 69 each Independent Non-Executive Director shall be appointed following a process to be led by the Nomination Committee on behalf of the Board for the period of a Non-Executive Directors Appointment Term, all such appointments to take effect from the date of the Annual General Meeting following the announcement of the appointment. All such appointments may be renewed by the Board provided that no Independent Non-Executive Director shall be appointed for more than three successive Non-Executive Directors Appointment Terms.

62 Each Elected Non-Executive Director shall be required to stand down at the end of his respective Non-Executive Director's Appointment Term.

63 If any Elected Non-Executive Director wishes to stand down before the expiry of his Non-Executive Director's Appointment Term, he shall give to the Company notice in writing, such notice to take effect 28 days from the date of receipt of the notice by the Company.

64 If the Company at the Annual General Meeting at which an Elected Non-Executive Director stands down at the end of his Non-Executive Director's Appointment Term, does not fill the vacancy, the retiring Elected Non-Executive Director shall, if willing to act, be deemed to have been re-appointed unless at the meeting it is resolved not to fill the vacancy or unless a resolution for the re-appointment of the Elected Non-Executive Director is put to the meeting and lost.

65 No person shall be appointed or re-appointed an Elected Non-Executive Director at any General Meeting:

65.1 unless they have attained the age of 18 years; and

65.2 unless not less than 28 clear days before the date appointed for the meeting, a notice in writing has been given to the Company by:

65.2.1 An Area Company; or

65.2.2 A sub-Area; or

65.2.3 A Member Club, but which is seconded in writing by an Area Company or sub-Area ,

of the intention to propose that person for appointment or re-appointment stating the particulars which would, if they were so appointed or re-appointed, be required to be included in the Company's register of members of the Board; and

65.3 unless such notice or nomination is accompanied by a statement describing the experience and suitability of the candidate, together with a notice signed by that person of his or her willingness to be appointed or re-appointed and his or her intention to fulfil the requirements of the post if so appointed.

66 A Director shall not be required to be a Member in order to qualify for office as a Director, but they shall be entitled to receive notice of and attend and speak at all General Meetings of the Company.

67 Not less than 21 clear days before the date appointed for holding a General Meeting notice shall be given to all persons who are entitled to receive notice of the meeting of any person who is recommended by the Appointments Committee for election or re-election as an Elected Non-Executive Director at the meeting or in respect of whom notice has been duly given to the Company of the intention to propose him or her at the meeting for election or re-election as an Elected Non-Executive Director. The notice shall give the particulars of that person which would, if they were so appointed or re-appointed, be required to be included in the Company's register of the members of Board.

68 The minimum number of Directors shall be eleven (of whom a majority shall be Non-Executive Directors). The maximum number of Directors shall be compliant with the terms of the Code for Sports Governance. The Company may from time to time by ordinary resolution in General Meeting increase or reduce the number of Directors provided that there shall be no increase in the maximum number of Directors without the prior agreement of UK Sport and Sport England.

69 The Board may appoint a person who is willing to act to be a Director either to fill a vacancy or as an additional Director provided that (i) the appointment does not cause the number of Executive Directors to exceed five and (ii) it has consulted with the Nomination Committee about such appointment. A Non-Executive Director so appointed shall hold office only until the next following Annual General Meeting. If not re-appointed at such Annual General Meeting or, in the case of an Independent Non-Executive Director pursuant to a process led by the Nomination Committee, they shall vacate office at the conclusion of that meeting.

- 70 Subject as aforesaid, an Elected Non-Executive Director who retires at an Annual General Meeting may, if willing to act, be re-appointed provided that no Elected Non-Executive Director shall be appointed for more than three successive Non-Executive Directors Appointment Terms.

### **Disqualification and Removal of Directors**

- 71 A Director shall cease to hold office if they:
- 71.1 ceases to be a Director by virtue of any provision in the Act or is disqualified from acting as a Director by virtue of Section 72 of the Charities Act 1993 (as amended) or is otherwise prohibited by law from being a Director;
  - 71.2 becomes incapable by reason of mental disorder, illness or injury of managing and administering his or her own affairs;
  - 71.3 resigns his or her office by notice to the Company (but only if at least two Directors will remain in office when the notice of resignation is to take effect);
  - 71.4 is absent without the permission of the Board from all their meetings held within a period of six months and the Board resolve that his or her office be vacated; or
  - 71.5 being an Executive Director, fails to meet the standards set for the job and achieve the relevant business objectives.
- 72 In addition and without prejudice to the provisions of Section 303 and 304 of the Act, the Company may by Extraordinary Resolution remove any Director before the expiration of his or her period of office and may by an ordinary resolution appoint another qualified person in his or her stead but any person so appointed shall retain his or her office so long only as the Director in whose place they are appointed would have held the same if they had not been removed.

### **Observers**

- 73 At any time a maximum of five Observers may be appointed to the Board. Such Observers shall be appointed as follows:
- 73.1 the President shall be automatically appointed;
  - 73.2 one Observer may be appointed by Sport England;
  - 73.3 one Observer may be appointed by the ASC;
  - 73.4 one Observer may be appointed by UK Sport; and

- 73.5 if England is the "nominated country", then one observer may be appointed by the President of Great Britain Hockey to attend that part of any meeting dealing with matters affecting GB.
- 74 An Observer shall have the right:
- 74.1 to attend all meetings of the Directors;
  - 74.2 to attend all meetings of any committee of the Board; and
  - 74.3 to receive such other information as a Director would be entitled to receive at the same time as a Director would be entitled to receive it,
- and shall, as regards confidentiality, have the same obligations to the Company as if they were a Director.
- 75 Although an Observer shall be entitled to attend and speak at any meetings of the Board or any committee of the Board, they shall not be entitled to vote.
- 76 Each Observer shall be entitled to report back to any body appointing him or her on the affairs of the Company and its subsidiaries and to disclose to such body such information as they shall reasonably consider appropriate including, for the avoidance of doubt, all papers distributed to the Board or a committee of the Board.
- 77 An Observer shall not be required to be a Member in order to qualify for office as an Observer, but they shall be entitled to receive notice of and attend and speak at all General Meetings of the Company.

#### **Proceedings of the Board**

- 78 Subject to the provisions of the Articles, the Board may meet together for the despatch of business, adjourn and otherwise regulate their proceedings as they think fit. Two Directors may and the Secretary at the request of two Directors shall call a meeting of the Board. It shall not be necessary to give notice of a meeting to a Director or an Observer who is absent from the United Kingdom.
- 79 Questions arising at a meeting shall be decided by a majority of votes. In the case of an equality of votes, the Chairman shall have a casting vote in addition to any other vote they may have.
- 80 The quorum for the transaction of the business of the Board shall be five Directors, of which at least one shall be an Elected Non-Executive Director. At any meeting of the Board the Non-Executive Directors present (whatever their number) shall have between them one more vote than the aggregate number of Executive Directors present at that meeting.
- 81 The Board may act notwithstanding any vacancies but, if the number of Directors is less than the number fixed as the quorum, the continuing Directors may act only for the purpose of filling vacancies or of calling a General Meeting.
- 82 The Chair shall preside at every meeting of the Board at which they are present. But if there is no Director holding that office, or if the Director holding it is

unwilling to preside or is not present within 15 minutes after the time appointed for the meeting, the Directors present may appoint one of their number to be Chair of the meeting.

- 83 The Board shall maintain (a) an Audit Committee, (b) a Remuneration Committee, (c) a Nomination Committee, and (d) an Appointments Committee, and may delegate any of its powers or the implementation of any of its resolutions to any committee provided that:
  - 83.1 the resolution making that delegation shall specify (either by name or description) those who shall serve or be asked to serve on such committee (although the resolution may allow the committee to make co-options up to a specified number);
  - 83.2 the composition of any such committee shall be entirely in the discretion of the Board and may comprise such of their number (if any) as the resolution may specify;
  - 83.3 the deliberations of any such committee shall be reported regularly to the Board and any resolution passed or decision taken by any such committee shall be reported forthwith to the Board and for that purpose every committee shall as soon as reasonably practicable prepare and maintain minutes in accordance with Article 108;
  - 83.4 all delegations under this Article shall be recoverable at any time;
  - 83.5 the Board may make such regulations and impose such terms and conditions and give such mandates to any such committee as it may from time to time think fit; and
  - 83.6 for the avoidance of doubt, the Board may delegate all financial matters to any committee.
- 84 The Non-Executive Directors shall appoint the members of the Remuneration Committee (the members of which shall not necessarily be Non-Executive Directors) which shall report to the Non-Executive Directors and shall advise and carry out such functions as the Non-Executive Directors shall from time to time decide.
- 85 All acts done by a meeting of the Board, or a committee shall, notwithstanding that it be afterwards discovered that there was a defect in the appointment of any Director or member of the committee or that any of them were disqualified from holding office, or had vacated office, or were not entitled to vote, be as valid as if every such person had been duly appointed and was qualified and had continued to be a Director or a member of the committee (as the case may be) and had been entitled to vote.
- 86 A resolution in writing, signed by all the Directors for the time being or any committee shall be as valid and effective as if it had been passed at a meeting of the Board or (as the case may be) such committee duly convened and held (and for this purpose the resolution may be contained in more than one document in the same form and each signed by one or more of the Directors and will be treated as passed on the date of the last signature).



### **Officers**

- 87 Subject to the provisions of the Act and to Clauses 5 to 8 of the Memorandum, the Board may appoint or engage the Secretary and may appoint an assistant or deputy Secretary and may appoint or engage a treasurer and such other officers or servants, as they shall see fit.
- 88 Any appointment or engagement under Article 87 may be made for the purpose of discharging such duties and upon such terms as the Board determines and the Board may dismiss any officer or servant so appointed or engaged.

### **Presidents and Vice-Presidents**

- 89 The Members shall, by way of annual elections by postal ballot the result of which shall be announced at the General Meeting from the date of which they are to be appointed, appoint the President and the two Vice-Presidents. One Vice-President shall be male and one shall be female. The President and the two Vice-Presidents shall each be elected for one term of five years .
- 90 If a person is elected as President or Vice-President to fulfil an otherwise unexpired five year term then they shall serve for the remainder of the unexpired term and then be eligible for re-election.
- 91 No person shall be appointed or re-appointed a President or Vice-President at any General Meeting:
- 91.1 unless they have attained the age of 18 years;
  - 91.2 in circumstances such that, if they were already a Director, they would be disqualified from acting under the provisions of Article 70; and
  - 91.3 unless not less than 28 clear days before the date appointed for the meeting, a notice in writing has been given to the Company by:
    - 91.3.1 an Area Company; or
    - 91.3.2 sub-Area; or
    - 91.3.3 a Member Club, but which is seconded in writing by an Area Company or sub-Area,

of the intention to propose that person for appointment or re-appointment stating the particulars which would, they were standing for election as a Non-Executive Director rather than President or Vice-President and were so appointed or re-appointed, be required to be included in the Company's register of members of the Board; and
  - 91.4 unless such notice or nomination is accompanied by a statement describing the experience and suitability of the candidate, together with a notice signed by that person of his or her willingness to be appointed or re-appointed and his or her intention to fulfil the requirements of the post if so appointed.

**Regions' Consultative Committee (RCC)/Areas Standing Committee (ASC)**

- 92 At the Adoption Date the RCC consists of:
- 92.1 the President;
  - 92.2 one representative appointed by each of the Regional Associations; and
  - 92.3 the two Vice-Presidents.
- 93 During the Transition Period the RCC shall, in accordance with Transition Regulations to be produced by the Board, meet together for the purpose of carrying into effect the orderly transfer or discontinuance of its responsibilities, duties and obligations and shall cease to be a Committee of the Company at the end of the Transition Period or such earlier date as the Board may decide.
- 94 From the Adoption Date there shall be an ASC, a committee of the Board, which shall consist of:
- 94.1 the Chair of, or duly appointed representative by, each of the eight Area Companies; and
  - 94.2 one Observer Director appointed by the Company.
- 95 The Board shall appoint a Chair of the ASC. The Chair shall be selected from the President, the Member Elected Non-Executive Directors and Chairs of the 8 Area Companies. Such appointment should be held after every period of one year from the previous appointment. The Observer Director may decide, within any year long period that a new appointment should be made.
- 96 No meeting of the ASC shall be quorate unless six of the eight Area Companies are represented at the meeting (including presence by any permitted electronic means and any prior authorised arrangement by proxy). The Observer Director shall not otherwise have a vote, save that, if there is an equality of votes, the Observer Director may either cast a deciding vote or refer the matter to the CE.
- 97 If at any time the Observer wishes to have a decision of the ASC reviewed by the Board, the Observer Director shall immediately notify the Chair of the ASC and the CE in writing and any further implementation of the decision shall be stayed pending a decision for the CE or the Board. During the Transition Period, the Chair will be the President.
- 98 Subject to Regulations made from time to time by the Board, the ASC shall:
- 98.1 establish committees and or working groups to oversee, coordinate and manage, so far as may be necessary, competitions, leagues, and Performance and Development programmes for all age-groups, Dispute Resolution and Disciplinary Procedures, and such other activities as the Board may from time to time decide within the geographical Areas of the eight Area Companies;

- 98.2 oversee the operations of each of the Area Companies so far as their respective responsibilities concern activities delegated to or otherwise to be carried out by the Sub-Areas within any particular Area Company;
- 98.3 report in writing to the Board as regularly as may be required;
- 98.4 endeavour to ensure that the Area Companies and the Sub-Areas comply with the provisions contained in these Articles and any regulations made pursuant to these Articles, and with the decisions taken by the Company and its constituent bodies, and other duly appointed officials and bodies of the Company, pursuant to and in application and enforcement of these Articles and any regulations made pursuant to these Articles.

### **Nomination Committee**

99 The Nomination Committee shall comprise:

- 99.1 The Chair of the Board; and
- 99.2 Not less than two Directors provided always that a majority of the members of the Nomination Committee shall be Independent Non-Executive Directors.

100 The functions of the Nomination Committee shall be:

- 100.1 to lead, supervise and scrutinise the process for appointments to the Board and the appointment of senior executives, and make such recommendations to the Board as it thinks fit;
- 100.2 in particular, without prejudice to the generality of the foregoing, these functions include:
  - 100.2.1 to ensure open and democratic elections of the President, the Vice-Presidents, and the Elected Non-Executive Directors;
  - 100.2.2 to lead the process for the appointment of the Executive Directors; and
  - 100.2.3 to lead the process for the appointment of the Independent Non-Executive Directors.
- 100.3 to comply with terms of reference which shall be approved by the Board. Such terms of reference shall require the Nomination Committee to ensure that the appointment process complies with any relevant requirements of the Code and considers any other guidance on National Governing Board governance issued from time to time by UK Sport and Sport England;
- 100.4 in the exercise of any of its functions, to consult with and direct as may be necessary the Appointments Committee;

100.5 to ensure that any recruitment process or appointment shall be carried out in an open, transparent, fair and proper manner, having regard to any guidance on National Governing Board governance and the Code; and

100.6 to report to the Board and make available on the Company's website a report on the Committee's activities.

The Chair of the Nomination Committee shall be the Chair of the Board save where the Committee is dealing with the successor to the Chair of the Board, in which case the Nomination Committee shall be chaired by an Independent Non-Executive Director.

### **Appointments Committee**

101 The Appointments Committee shall comprise:

101.1 The Chair of the Board;

101.2 The CE;

101.3 The President;

101.4 The Elected Non-Executive Directors.

102 The Chair of the Appointments Committee shall be appointed by the Elected Non-Executive Directors from time to time. The quorum for the transaction of the business of the Appointments Committee shall be four members of the Committee of whom not less than two shall be Elected Non-Executive Directors.

102.1 The Committee shall act by a majority. In the case of an equality of votes no member of the Committee shall be entitled to a casting vote but the Committee will be deemed to have made no decision on the matter that was the subject of the particular vote and such decision may be adjourned for further consideration as the Committee may from time to time decide.

102.2 If a member of the Appointments Committee finds himself in a situation that is reasonably likely to give rise to a conflict of interest, he must declare his interest to the Committee and shall not be entitled to vote on the matter in question.

103 The functions of the Appointments Committee shall at all times be subject to the direction and scrutiny of the Nomination Committee, and shall include:

103.1 assisting the Nomination Committee to ensure open and democratic elections of the President, the Vice-Presidents, and the Elected Non-Executive Directors;

103.2 considering any nominations for the posts of President, Vice-President, and Elected Non-Executive Directors, and to make recommendations to the Members prior to any election;

- 103.3 carrying out such further functions as may be requested from time to time by the Nomination Committee and/or the Board.
- 104 For the purposes of carrying out its functions, and subject to the approval of the Nomination Committee, the Appointments Committee shall have power to set up sub-committees or panels and to delegate to any such sub-committee or panel one or more of its functions, to the intent that any such sub-committee or panel shall be able to make recommendations to the Committee.
- 105 The persons appointed to be members of any such sub-committee or panel may be of such number and have such expertise as the Committee may think fit, whether or not such persons are connected in any way with the Company. The Committee and/or any such sub-committee or panel shall
- 105.1 keep a comprehensive written record of its processes and deliberations;
- 105.2 at all times comply with the Code and have regard to any guidance on National Governing Board governance issued from time to time by UK Sport and Sport England.

#### **Audit Committee**

- 106 The Audit Committee shall comprise not less than 3 individuals appointed by the Board, at least one of whom shall have significant and relevant financial experience. The CE, the Finance Director and the Chair of the Board shall also be entitled to attend the Audit Committee but not vote. The Chair of the Audit Committee shall be appointed by the Board. The Committee shall act by majority and in the case of an equality of votes the Chair of the Committee shall have a casting vote in addition to any other vote they may have.
- 107 The Audit Committee shall:
- 107.1 review the financial statements of the Company (and the consolidated financial statements of the Company's group, if any) before publication and, as necessary, take advice to be assured that the principles and policies adopted comply with statutory requirements and with the best practices in accounting standards;
- 107.2 consult with the external auditors (and, if any, internal auditors) regarding the extent of their work and review with them all major points arising from the auditor's management letters and the response thereto;
- 107.3 seek to satisfy itself that the internal control and compliance environment within the Company and its subsidiaries is adequate and effective;
- 107.4 agree with the Board the appointment and level of remuneration of the external auditors; and
- 107.5 be entitled to receive information including management accounts, annual budgets and such further information in the possession or control

of the Company regarding the financial condition and operations of the Company and its group companies (if any) as it may request.

### **Minutes**

108. Each of the Board and the ASC (or any committee or sub-committee of either) shall keep minutes in books kept for the purpose:

108.1 of all appointments of officers made;

108.2 in the case of the Board, of all proceedings at meetings of the Company and of the Board and of committees and sub-committees of the Board (including the Audit Committee, the Remuneration Committee, the Nomination Committee and the Appointments Committee) including the names of those present at each such meeting; and

108.3 in the case of the ASC, of all proceedings at meetings of the ASC and of committees and sub-committees of the ASC, including the names of those present at each such meeting.

108.4 Subject to Article 108.6, the Board shall, as soon as reasonably practicable, make available to the ASC, a copy of:

108.4.1 the Agenda for every meeting

108.4.2 the signed Minutes for each such meeting, and

108.4.3 any report or paper approved or accepted by the Board at any such meeting

108.5 Subject to Article 108.6, the Board shall, within 14 days of any Board meeting, publish a synopsis of the business and decisions of each such board meeting

108.6 The Board may exclude from any item required to be made available or published in pursuance of Articles 108.4 and 108.5 any material that, by reason of its nature, the Board is satisfied should remain confidential

108.7 Subject to Article 108.8, the ASC shall, as soon as reasonably practical, make available to the Area Companies, a copy of the signed minutes of every meeting of that committee

108.8 The ASC shall exclude from any item required to be made available in pursuance of Article 108.7 any material that, by reason of its nature, the committee is satisfied should remain confidential.

### **The Seal**

109. The seal (if any) shall only be used by the authority of the Board or of a committee of the Board authorised by the Board. The Directors may determine who shall sign any instrument to which the seal is affixed and unless otherwise

so determined it shall be signed by a Director and by the Secretary or by a second Director.

### **Bank Accounts**

110. Any bank account in which any part of the assets of the Company is deposited shall indicate the name of the Company. The Board shall be empowered to resolve upon the operation of any such bank account according to such mandate as it shall think prudent and fit from time to time.

### **Accounts and Returns**

111. Accounting records sufficient to show and explain the transactions and assets and liabilities of the Company and otherwise complying with the Act shall be kept at the Office or such other place within the United Kingdom as the Board think fit.
112. Subject to the requirements of the Act, the Company may at a General Meeting impose reasonable restrictions as to the time and manner at and in which the books and accounts of the Company may be inspected by Members and subject to those restrictions the books and accounts shall be opened to inspection by Members at all reasonable times during usual business hours.
113. The Directors must comply with the requirements of the Act and of the Charities Act 1993 as to keeping financial records, the audit of accounts and the preparation and transmission to the Registrar of Companies and the Charity Commission of:
- 113.1 annual reports;
  - 113.2 annual returns; and
  - 113.3 annual statements of account.

### **Meetings and Communications**

114. The Company, the Board, or any Committee or Sub-Committee may hold and conduct any meeting, including a General Meeting, in such a way that persons who are not present together at the same place may by electronic means attend and speak and vote at it. Subject to the provisions of the Companies Acts and any other law or regulation applicable to the Company:
- 114.1 A document or information (including any notice) to be given, sent or supplied to any person by or on behalf of the Company or any officer of the Company may be sent by hand or by post in hard copy form, or sent or supplied in electronic form or by making it available on the Company's website except that a notice calling a meeting of the Board need not be in writing.

115. The address at which a Member is entitled to receive a document or information (including any notice) is the address shown in the register of members and "address" in relation to electronic communications includes any number or address used for the purpose of such communications. Every Member shall be under a continuing duty to notify the Secretary of their up-to-date postal address, e-mail address and telephone number. Without prejudice to the provisions of the Companies Acts, any document or information (including any notice) sent to a Member may be sent to:

115.1 the Member's address as shown in the Register of Members; or

115.2 (in the case of documents or information sent by electronic means) to an address specified for the purpose by the Member;

And/or

115.3 made available on the Company's website

116. Where a document or information is sent or supplied by or on behalf of the Company under these Articles:

116.1 where the document or information is sent or supplied by post, service or delivery shall be deemed to be effected at the expiration of 48 hours after the envelope containing it was posted. In proving such service or delivery it shall be sufficient to prove that such cover was properly addressed and posted;

116.2 where the document or information is sent or supplied by electronic means to an address specified for the purpose by the intended recipient, service or delivery shall be deemed to be effected on the same day on which it is sent or supplied. In proving such service it will be sufficient to prove that it was properly addressed;

116.3 where the document or information is handed to the Member (or, in the case of a corporation, association or organisation, its authorised representative), service shall be immediately on being handed to the Member (or its authorised representative):

116.4 where the document or information is sent or supplied by means of a website, service or delivery shall be deemed to be effected when:-

116.4.1 the material is first made available on the website; or

116.4.2 (if later), when the recipient received or is deemed to have received notification of the fact that the material was available on the website.

116.5 In any event service on a Member (or its authorised representative) of any document or information shall be deemed to have been effected immediately upon such Member (or its authorised representative) acknowledging actual receipt.

117. Without prejudice to Article 116, if any document or information has been sent



or supplied by electronic means to any person at its address specified for the purpose and the sender becomes aware of a failure in delivery (and subsequent attempts to send or supply such documents or information by electronic means also result in a failure in delivery) the sender shall either:

117.1 Send or supply a hard copy of such document to the recipient; or

117.2 (where applicable) give notice to the recipient in hard copy form of the availability of the documents or information on the Company's website.

118. A Member present or represented in person at any meeting of the Company shall be deemed to have received notice of the meeting and, where necessary, of the purposes for which it was called.

### **Indemnity**

119. Subject to the provisions of the Act but without prejudice to any indemnity to which a Director may otherwise be entitled every Director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him or her in defending any proceedings, whether civil or criminal, in which judgment is given in his or her favour or in which they are acquitted or in connection with any application in which relief is granted to him or her by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company, and against all costs, charges, losses, expenses or liabilities incurred by him or her in the execution and discharge of his or her duties or in relation thereto.
120. The Board shall have power to resolve pursuant to Clause (4)(s) of the Memorandum to effect indemnity insurance notwithstanding their interest in such policy.

### **Winding-Up**

121. The provisions of Clauses (10) and (11) of the Memorandum relating to the winding-up or dissolution of the Company shall have effect and be observed as if the same were repeated in these Articles.

## **AGM MATTERS**

1. The company's annual accounts, including the Auditor's report and the Director's report will be put before the meeting for approval.
2. Haysmacintyre were appointed England Hockey's auditors in 2014 following a tender process and the AGM will consider a resolution confirming their appointment for another year.
3. Approval of the changes to the England Hockey Articles of Association.
4. Announcement of the result of the election of Membership Elected Non-Executive Director.
5. Announcement of the result of the election of Vice-President (female).

# POSTAL VOTE – MEMBERSHIP ELECTED NON-EXECUTIVE DIRECTOR

ENGLAND HOCKEY ANNUAL GENERAL MEETING ON  
TUESDAY 16 MARCH 2021

**\*\*Note: Completed postal voting forms need to be received at England Hockey, Bisham Abbey NSC, Marlow, BUCKS, SL7 1RR by 1930hrs, 14 March 2021.**

Club/Association name: \_\_\_\_\_

Please print your name: \_\_\_\_\_ Please print office held: \_\_\_\_\_

**Please read all of the nominee biographies and consider the sought after skills and experiences when casting your vote.**

**Using the form below, please indicate how you wish to vote by placing a cross (X) in the box provided.**

MENED NOMINEE NAME	VOTE
Anna-Victoria DAVIES	
Brandie DEIGNAN	
James Colin DOUGHTY	
Shelagh May EVERETT	
Anne-Marie Mackay GARNER	
Michael LATHAM	
Andrew Puryer LAW	
Shuhel MALIQUE	
Joanne Louise MORAN	
Angus James PORTER	
Charlotte TARRANT	
Lesley Jane TOWNSEND	
Hannah Rachel WORTHINGTON	

**Please sign below and return to England Hockey by 1930hrs, 14 March 2021.**

Please sign here \_\_\_\_\_ Date \_\_\_\_\_

Please print name \_\_\_\_\_ Please print office held \_\_\_\_\_

Club/Association name: \_\_\_\_\_

**Please post your completed voting forms to the address below by 1930hrs, 14 March 2021.**

England Hockey,  
Bisham Abbey NSC,  
Marlow,  
BUCKS,  
SL7 1RR.

## POSTAL VOTE – VICE PRESIDENT (Female)

ENGLAND HOCKEY ANNUAL GENERAL MEETING ON  
TUESDAY 16 MARCH 2021

**\*\*Note: Completed postal voting forms need to be received at England Hockey, Bisham Abbey NSC, Marlow, BUCKS, SL7 1RR by 1930hrs, 14 March 2021.**

Club/Association name: \_\_\_\_\_

Please print name \_\_\_\_\_ Please print office held \_\_\_\_\_

**Please read all of the nominee biographies before casting your vote.**

**Using the form below, please indicate how you wish to vote by placing a cross (X) in the box provided.**

NOMINEE NAME	VOTE
Dawn BONNER	
Katherine WHOLEY	

**Please sign below and return to England Hockey by 1930hrs, 14 March 2021.**

Please sign here \_\_\_\_\_ Date \_\_\_\_\_

Please print name \_\_\_\_\_ Please print office held \_\_\_\_\_

Club/Association name: \_\_\_\_\_

**Please post your completed voting forms to the address below by 1930hrs, 14 March 2021.**

England Hockey,  
Bisham Abbey NSC,  
Marlow,  
BUCKS,  
SL7 1RR.

## **ENGLAND HOCKEY AGM 2021 - CALLING NOTICE**

Notice is hereby given that the Annual General Meeting of England Hockey (the company) will be held at **1930hrs on Tuesday 16 March 2021**. Due to the continuing impact of COVID19, this meeting will be held electronically through Go To Webinar. The link to access the meeting will be sent directly to your Organisation's Chair in the coming days.

There are a number of actions required to attend and vote at the AGM, please see the action list below for ease.

Action required	Deadline for completion	Format	Instructions
Register for the meeting	14/03/2021	Electronic - go to webinar	Link will be sent directly to organisation Chairs
Register your proxy / duly authorised representative	14/03/2021	<u>MS forms - linked</u>	Only need to complete this if Chair/Sec/Treasurer is not attending
Send postal vote for VP	14/03/2021	Postal vote – form attached to email / <u>available here</u>	must be received at Bisham by 14/3/21 (which is a Sunday).
Send postal vote for MENED	14/03/2021	Postal vote – form attached to email / <u>available here</u>	must be received at Bisham by 14/3/21 (which is a Sunday).
Remaining items vote	16/03/2021	MS forms - sent on the night to Chair or DAR/proxy	

### **THE AGM**

Election of the positions of Vice President (female) and Membership Elected Non-Executive Director are required to be voted on by postal vote, to be received at England Hockey's offices by 1930hrs on 14 March 2021. Please read the full calling notice, including the nominee statements before completing the postal vote forms linked and available at the bottom of this notice and sending them to the postal address provided.

The remaining resolutions at the 2021 AGM are voted on in the first instance by an electronic vote. Please note you can only vote if you are representing an organisation that has completed and paid the relevant affiliation fees for the 2020/21 season. Each full member present or by proxy has a single vote, cast by the member's duly authorised representative or the member's appointed proxy. However if a poll is demanded, the weighted voting system (Article 37) applies so that a particular member's vote may, if for example it is a Club with 20 teams or more, be worth 5 votes when compared with a Club having only 1 team and therefore continuing to have only 1 vote. The system is intended to provide for the weighting of the single vote cast by the member, not to enable the member in any way to split that vote.

If members are unable to join the virtual meeting they can vote by appointing a proxy. Notifications of proxy must be registered here no later than 1930hrs on Sunday 14 March 2021. Any appointed proxy joining the AGM intending to vote must be the person identified by the member organisation by completion of the form linked above, by 1930hrs on Sunday 14 March 2021.

The link to cast your organisation's vote will be sent by email directly to the Chair or duly authorised representative or appointed proxy once the meeting has commenced.

As this meeting is being conducted virtually, England Hockey recognise that the opportunity to host discussion and debate is affected. To facilitate this important aspect of the meeting, time has been allocated within the agenda to enable delegates to respond and raise questions. We ask that members who have questions ahead of the meeting, submit them to [agm@englandhockey.co.uk](mailto:agm@englandhockey.co.uk) by 1930hrs on Sunday 14 March 2021 so that, where possible and appropriate, we are able to provide a response directly and feedback to the meeting to reduce repetition and ensure our member's voices are represented.

## DOCUMENTS

The following documents are attached to the email distribution of the calling notice and are also available to view at [www.englishockey.co.uk/agm](http://www.englishockey.co.uk/agm):

- The Agenda
- Annual Accounts, Directors report and Auditors report
- The 2020 Annual Report
- The minutes of the 2020 AGM
- Updated Articles of Association

## VICE-PRESIDENT

*PLEASE NOTE – To submit your vote you must complete and submit a postal vote to be received at the England Hockey offices a minimum of 48 hours in advance of the meeting (1930hrs, Sunday 14 March 2021). The voting form is included below and linked here.*

Those standing to be considered for election are listed alphabetically below.

### **Dawn BONNER**

I would like the Vice President role because I have been passionate about hockey my whole life and have worked extremely hard over many years to support its' development. This role would be an honour for me as I would see it as recognition of all my hockey achievements to date, knowing that I can give something back to the game I love at the strategic level. I would also like this role because I will be able to use the skills that I have developed over many years on hockey committees to demonstrate my capabilities working as part of a team and an effective contributor to England Hockey and its objectives for hockey.

I should be elected because I can bring not just a wide range of hockey and professional expertise, but thinking strategically about the sport that I love, whilst supporting the role with the right level of commitment.

### **Katherine WHOLEY**

I'm very passionate about three things: People, Hockey and Success.

My experience in international business, strong interpersonal skills and record in local hockey demonstrate capability to achieve in this role.

I would embrace the opportunity to help raise the profile of our sport. I firmly believe there should be increased access, with strong community bases where more children and adults can thrive developing their technical, tactical and life skills and ultimately producing elite athletes that become household names.

I would relish the opportunity to build stronger networks and relations within the hockey community and outside, to raise awareness and increase revenue streams.

A strong future for England Hockey requires a thriving junior community. I've experienced first-hand how vitally important hockey is to our children and it makes me feel sad for those who haven't had the opportunity to appreciate our fantastic sport.

I would love to help make a difference.

## **MEMBERSHIP ELECTED NON-EXECUTIVE DIRECTORS**

*PLEASE NOTE – To submit your vote you must complete and submit a postal vote to be received at the England Hockey offices a minimum of 48 hours in advance of the meeting (1930hrs, Sunday 14 March 2021). The voting form is included below.*

During the open application process for an England Hockey Member Elected Non-Executive Director (EH MENED), we received a high number of very impressive nominations from amongst our strong volunteer community. Those standing to be considered for election are listed alphabetically below.

The England Hockey Board would like to emphasise to the members, that England Hockey is committed to creating a board that is more diverse and inclusive and have set an objective of having an equal representation of women and men. We would welcome the members supporting this by electing a female candidate. The Board has also identified preferred skills and experience of a legal background, broadcasting and corporate marketing and/or experience in government relations to complement the existing board members.

An important consideration in addition to the board's diversity ambition is the organisation's compliance to the Code of Sports Governance to safeguard future access to funding, this includes increasing female representation on the board to a minimum of 30%.

### **Anna-Victoria DAVIES**

I am a PR and marketing company director specialising in sports. After graduating from Loughborough University, I started my professional life at Sport England. From there, I joined the ranks at industry-leading marketing & advertising agencies, including TBWA, Mongoose and SHIFT Active.

Throughout my career, I have worked with global sports brands, organisations and sponsors including adidas, Badminton England, Continental, Gatorade, Super League Triathlon, The Tennis Foundation, UEFA and Zwift. A career highlight was spending two-years in Brazil delivering advertising campaigns for FIFA 2014 World Cup sponsors.

I recently founded my own specialist sports PR agency – HERO Communications – dedicated to help break barriers in sport and make sport more inclusive, diverse, engaging and accessible.

Outside of work, I live and breathe sport. I captain the City of Bath 1st XI hockey team, and when the weather is warmer (and kinder), I am usually found playing golf or tennis.

### **Brandie DEIGNAN**

'Nothing about us without us': This is my personal mantra.

Brandie started her career in the consumer service delivery industry circa 20 years ago, specifically within hospitality, retail and aviation, holding senior leadership roles at Tesco Plc, Whitbread plc, Travelodge Hotels and Hilton group where she started her graduate program after graduating from Edinburgh University. Most recently, Brandie was Managing Director at Marco Pierre White Restaurants (UK and International). In January 2021, Brandie joined the NHS as Chief Executive Officer within Primary Care with responsibility for North Somerset. Obsessed with supporting junior hockey, Brandie is equally captivated by senior hockey and has a deep passion for diversity and equality, believing in crafting spaces for women and gender diverse people to feel included in all aspects of society and sport.

### **James Colin DOUGHTY**

I am a businessman and a change and technology specialist. I played hockey to a reasonable standard when I was younger and now I coach, umpire and administrate hockey in Gloucestershire. I have helped grow the junior sections of my local club and I have taken on responsibility for running many aspects of the Player Pathway in Gloucestershire.

I am standing for election because I see how England Hockey manages the Player Pathway System. I believe that this is a litmus test for how well England Hockey might deliver the new strategies, as nowadays changes of this nature need to be underpinned by a robust technology strategy. I do not believe that this test has been passed yet and I believe that it is important to deliver less and ensure that it works rather than deliver more that doesn't quite work.

### **Shelagh May EVERETT**

I have had a lifelong involvement in our sport as a player (currently club/North Masters), player pathway parent, EHL manager, umpire and club leadership roles. Currently Chair, Timperley HC, Director of Timperley Sports Club

and member of the West Pennine Transition Group. I have a clear understanding of the challenges and opportunities that the New Structure bring and those of Clubs and grassroots hockey. I've 30 years' experience in the co-operative/community sector including strategic roles in financial services and in development, member/stakeholder engagement, governance, and consulting for Co-operatives UK the national body. This combination along with my passion for hockey would I feel complement the current Board. If elected, I would bring a strong grounded focus and constructive challenge from the grass roots club perspective coupled with a strategic focus and clarity needed to ensure all aspects of our sport are well governed, sustainable and thrive in the future.

**Anne-Marie Mackay GARNER**

I bring together a lifelong dedication to hockey combined with experience of managing complex legal issues and running commercial organisations.

I am a qualified solicitor having worked in-house for over 20 years including as Legal Director for not for profit, charitable and FTSE 100 commercial organisations. My ability to deliver commercial projects means I have recently been appointed Strategy Director. I have experience as a NED on a number of both commercial and not for profit boards.

I have a life long passion and support for hockey. I have played since the age of 10, I then played at county level in my 20's and qualified my first coaching badge in my 30's. I started to coach children when I was at university and today I am the lead coach for the U10 girls at Cambridge City Junior Hockey Club where we have over 50 girls every week.

**Michael LATHAM**

I have been captivated by hockey since I first played in 1987; whether playing, umpiring or coaching from grassroots to National-League, or presently as Chairman of my club.

Professionally I have been commercially successful, held senior positions in banking and regulation, been seconded to the World-Bank and sat on cross-government working-groups dealing with complex situations demanding results and success. These extensive skills and experience I would use to support EH at this critical time.

Hockey has given me competitive spirit and friendship for life. I want to bring a fresh grassroots perspective to safeguard and ensure future generations gain from hockey as I have.

I am passionate about hockey; it's in my blood. Developing and evolving hockey successfully is important from participation to elite level. This is a fantastic opportunity where I genuinely believe my experience in business and hockey means I can make a real difference.

I'd be honoured to represent you.

**Andrew Puryer LAW**

I had 40 years experience of working within financial markets before moving into the social housing sector. After being Head of Sales for Hambros Bank, I was Treasury Adviser to a foreign Central Bank before becoming Treasurer for an Italian bank. Currently, I am Non-Executive Deputy Chairman for a Social Housing REIT, as well as being a risk adviser at Moneycorp. Also, I recently qualified with a Level 3 Diploma in Fitness Instructing and Personal Training.

I have been playing club hockey for 45 years. I proudly represent England at Masters level but I am just as passionate about club hockey. My playing career, coupled with my extensive hockey network, gives me a deep knowledge of club hockey and an understanding of the challenges which many clubs face. Alongside my Boardroom experience, this gives me the ability to think strategically and commercially about running a sport which I love.

**Shuhel MALIQUE**

PE/Geography Teacher with 23 years' experience, my role has been broadly involved in more leadership responsibilities, underpinned by my acquisition of the National Professional Qualification for Senior Leaders. I worked as the PE Curriculum Manager, leading a team to deliver high quality PE to schools in the local authority, meeting statutory legal requirements, working closely with National Governing bodies, TFL and charities.

Playing hockey for England winning European bronze in 1996. Played National League for Old Loughts, Chelmsford and Southgate with some of the best players and coaches in the world. I am also a Level 2 Hockey Coach, coaching hockey for many years at junior, senior and county level.

As the chair and founding member of Tower Hamlets HC, we have worked with local and national partners including Sporting Equals and Canary Wharf Group, to pioneering the engagement, delivery of grassroots hockey to a diverse community especially BAME groups.



**Joanne Louise MORAN**

I have significant commercial expertise working with large, complex organisations. As Head of Customer Service for M&S, I can flex from negotiating a 5 year, multi-million pound outsource contract with a major partner to focusing on a single customer issue when required. I am a skilled strategist, able to synthesise and simplify information to make decisions. I have NED and Senior Independent Director experience with Moat Housing, where I chair the Remuneration and Nomination Committee.

My passion for Hockey is lifelong, as a player, parent and volunteer. I played at school and university and have two sons who play for school. My eldest progressed through the county and performance centre system and was nominated for the recent NAGS trials, so I have a good understanding of the structure at junior level. They also play for a local club, where I am Team Captain, Umpire, First Aider and Secretary to the Executive Committee.

**Angus James PORTER**

I support EH's commitment to board diversity, but am putting myself forward as an alternative candidate because I have relevant experience and a passion for hockey.

My career includes 5 years as Marketing Director at Mars (with experience of Olympics sponsorships), and 6 years as CEO of the Professional Cricketers Association. There, I negotiated contracts (including the first professional contracts for the England women's team), secured major sponsorships, and led multiple player wellbeing initiatives (from mental health support, to safer batting helmets).

Having played hockey since my teens, I am a member of SCHUA, and have umpired regularly in the South Women's Hockey League since 2009. At Marlow Hockey Club, I have helped develop and successfully assessed 14 L1 umpires in the last 2 years. My wife is a coach (an ACP graduate), and my daughter plays in the EHL for Buckingham and teaches PE/hockey in a local state school.

**Charlotte Kate TARRANT**

Charlotte has volunteered for over 10 years in hockey clubs and has a detailed working knowledge and passion for hockey from the grass roots through to the elite level as a mother of three hockey playing children and a founding committee member of Repton HC. Charlotte has been integral to the development and implementation of Repton's 5 year strategic plan; driving membership growth, securing sponsorship and striving to create a successful, sustainable long term club.

Charlotte is a qualified Chartered Accountant with strategic experience in the media and telecommunications industry. She brings non-executive experience having served on the Financial and Planning Committee of a professional members association and has developed sound, independent judgment to constructively analyse the values and vision of an organisation. Currently working in strategic consultancy, Charlotte is committed to the growth in participation, inclusivity and ongoing success of hockey.

**Lesley Jane TOWNSEND**

Lesley Townsend is a Master of Laws running her own consultancy business. She is currently working for a Lloyd's Managing Agent assisting them with a compliance, regulatory and governance review. Lesley is respected for her management of difficult situations at board level and for finding solutions which meet regulatory expectations.

Having supported her daughter through the England Hockey Development Program to the GB squad, Lesley is interested in the way sport has migrated into business and the professional expectations of previously amateur sportspeople. She is passionate about player welfare and equality across all sports and the employment rights of funded athletes.

Lesley has a Masters in Humanities and is a Fellow of the CII, sitting on their Standards Committee, and a member of an Arts Advisory Board for the University of Kent.

Lesley has recently completed the 'Couch to 5k' and considers this one of her greatest achievements to date.

**Hannah Rachel WORTHINGTON**

Hannah is a practising solicitor, UK Legal Director for Virgin Active and sits on the executive. As DPO and company secretary she brings experience from the sports industry and legal sector. Hannah has worked in private practice litigating and in sports and insolvency law. Hannah worked for a CAS arbitrator and advised on football and athlete related legal matters, ranging from FFP in Europe to IP, brand partnerships and sponsorship. Hannah was in charge of brand protection at Nike UK at the time of the 2012 Olympics. She was a hockey player through the North Regional Programme until attending Loughborough University where she studied Sports Science before law. With a keen interest in physiology, Hannah is a competitive runner for WSEH AC. Passionate about inclusion, social mobility and education, Hannah is a participant in SOAS' current diversity research in international sport and law, to be published soon.