

TOTTENHAM HOTSPUR FAN ADVISORY BOARD (FAB) CODE OF CONDUCT

PURPOSE

1. Tottenham Hotspur Football Club's (the '**Club**') Fan Advisory Board (the '**FAB**') is intended to provide a new forum for representatives from different constituencies of our fan base, inclusive and reflective of its diversity, to ensure that fans are consulted and their views considered during Club decision-making.
2. This code of conduct is intended to set out the standards of behaviour and conduct expected of appointed supporter representatives (the '**Code of Conduct**'), such individuals serving on the FAB shall be referred to as '**FAB Supporter Representatives**'. Failure to observe the stipulations outlined below will constitute a breach of the Code of Conduct and result in disciplinary action (which may result in removal from the FAB in accordance with the FAB's constitutional rules (the '**Terms of Reference**').

CODE OF CONDUCT

3. FAB Supporter Representatives will observe the following standards of behaviour:
 - (a) Ensure all aspects of the FAB comply with all applicable law;
 - (b) Ensure all FAB business is carried on in accordance with the Terms of Reference;
 - (c) Act in good faith;
 - (d) Act in the best interests of the Club and its fan base at all times;
 - (e) Comply with the FAB's data protection policy at all times;
 - (f) In accordance with paragraph 5 below, declare any personal interest(s) and seek to avoid any personal conflicts of interest which could arise;
 - (g) Accept decisions made by the FAB regardless of agreement with the outcome;
 - (h) In accordance with paragraph 8 below, comply with the terms of a binding written agreement entered into on or around the date the relevant Club supporter becomes a FAB Supporter Representative between such FAB Supporter Representative and the Club (the '**FAB Member Agreement**'). The FAB Member Agreement will, amongst other things, place certain confidentiality and data protection obligations on the FAB Supporter Representative and will contain certain provisions regarding intellectual property (including, but not limited to, the ownership, assignment and use of intellectual property); and
 - (i) Make no public comment criticising the FAB's decisions or act in any way against the spirit or terms of the Terms of Reference.

DECLARATIONS

4. In accordance with the Terms of Reference, I declare that, as at the date of my declaration and for so long as I remain a member of the FAB:
 - (a) I am not disqualified from acting as a company director;
 - (b) I have not been removed from serving as a board member of a football club supporters' organisation or been prevented from acting on a football club supporters' board;

TOTTENHAM HOTSPUR FAN ADVISORY BOARD (FAB) CODE OF CONDUCT

- (c) I have not been subject to a decision of The Football Association, the Premier League or any other footballing authority that I be suspended or disqualified from holding office or from taking part in any football-related activity or any activity relating to the administration or management of a football club;
- (d) I have not been convicted of an offence (save for any offence which is a Spent Conviction, as defined below): (i) in respect of which I am currently serving a custodial sentence; (ii) in respect of which an unsuspended sentence of imprisonment has been imposed on me; (iii) involving any act or omission that could reasonably be considered as dishonest (irrespective of the actual sentence imposed); (iv) resulting in the imposition of a banning order under the Football Spectators Act 1989 or any analogous offence in a foreign jurisdiction (irrespective of the actual sentence imposed); or (v) in relation to ticket touting or watching football matches at unlicensed premises (irrespective of the actual sentence imposed), which was imposed by a court of the United Kingdom or a competent court of foreign jurisdiction. A '**Spent Conviction**' being a conviction in respect of which the offender is treated as rehabilitated for the purposes of the Rehabilitation of Offenders Act 1974 or, where this statute does not apply for any reason, a conviction which would be so treated had the provisions of the statute applied;
- (e) I am not required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003;
- (f) I have not and will not act towards the Club (or any employees, senior executives, shareholder (direct or indirect) or directors of the Club), the Premier League or any other football authority in bad faith;
- (g) I have not and will not act dishonestly towards a football authority or the Club or act in a way that puts the Club in a position of breaching any relevant laws, regulations or statutes imposed on the Club by any authority (in any jurisdiction) having authority over the Club (including, but not limited to, FIFA, UEFA, the Premier League, The Football Association, the Football League and any other league or competition the Club is a member of from time to time);
- (h) I have not been convicted of tax fraud or other fraudulent behaviour;
- (i) I am not an undischarged bankrupt, the subject of a bankruptcy order or the subject of any similar order made in a foreign jurisdiction;
- (j) I have not made (nor am I a party to) any compositions or arrangements with my creditors from which I have not been discharged;
- (k) I have not been found guilty of any offence involving discrimination or violence which has resulted in a sanction that extends beyond one (1) season (or the equivalent of one (1) season);
- (l) I will not make any statement (nor have I made any statement) or act in any way (nor have I previously acted in any way) which is materially defamatory to: (i) the Club (or any employees, senior executives, shareholders (whether direct or indirect) or directors of the Club); (ii) any of the Club's sponsors, suppliers or strategic partners (or proposed sponsors, suppliers or strategic partners); (iii) the Premier League (or any employee or director of the Premier League); (iv) the Premier League's partners; or (v) any other football club;
- (m) I will not act (and have not previously acted) in any manner which harms or brings into disrepute the name, goodwill, reputation, image or appeal of the Club (or any employees, senior executives, shareholders (whether direct or indirect) or directors of the Club); and

TOTTENHAM HOTSPUR FAN ADVISORY BOARD (FAB) CODE OF CONDUCT

- (n) I will not act (and have not previously acted) in any way that is or may be disruptive towards the FAB or in any way that is contrary to the remit of the FAB (as detailed in the Terms of Reference or agreed between the Club and the FAB in writing from time to time).

CONFLICTS OF INTEREST

5. I will:

- (a) always strive to act in the best interests of the FAB as a whole, considering what is best for its present and future beneficiaries; and
- (b) declare:
 - any personal interest(s) which I may have in the business of the FAB; and/or
 - any membership(s) or subscription(s) which I may hold from time to time which could impact adversely on my ability to discharge my duties as a FAB Supporter Representative in accordance with the Code of Conduct.

6. I acknowledge and agree that, following my declaration of any interest(s) under paragraph 5(b) above, I:

- (a) may be required to vacate a meeting of the FAB while any matter(s) in which I am interested personally or professionally are discussed by the remaining non-conflicted FAB members; and
- (b) will abstain from voting on any matter(s) in which I am conflicted as a result of having a personal or professional interest in such matter.

PERSONAL GAIN

7. I will:

- (a) not gain or seek to gain materially or financially in a personal capacity from my role as a FAB Supporter Representative, unless specifically authorised in writing to do so by the Co-Chairs (as defined in the Terms of Reference), nor will I permit others to do so as a result of my actions or negligence; and
- (b) use organisational resources responsibly, accurately document any expenses incurred by me in relation to FAB business and only seek reimbursement for any expenses in accordance with the FAB's expenses policy and procedures.

CONFIDENTIALITY, DATA PROTECTION AND INTELLECTUAL PROPERTY OBLIGATIONS

- 8. I will comply with the terms of the FAB Member Agreement at all times, including, but not limited to, any and all obligations relating to confidentiality, data protection and intellectual property. I expressly acknowledge and agree that, in accordance with the terms of the FAB Member Agreement, I will not disclose information of a confidential nature relating to the Club and/or FAB which is imparted to me in my role as a FAB Supporter Representative (including, but not restricted to, by discussion at FAB meetings and/or meetings with representatives of the Club or third parties), unless otherwise authorised by the Co-Chairs (as defined in the Terms of Reference).

PUBLIC COMMENT

9. I acknowledge and agree that:

- (a) I will not in my capacity as a FAB Supporter Representative make public comments (in any medium, whether on social media or otherwise) about the Club (any employees, senior executives, shareholders (direct or indirect), directors of the Club or any of the Club’s sponsors, suppliers, strategic partners (or proposed sponsors, suppliers or strategic partners) and/or the FAB (or any representative or member of the FAB) unless I am authorised expressly in advance, by the Co-Chairs (as defined in the Terms of Reference), to do so, save for non-derogatory and constructive comments an ordinary football fan or representative of a supporter group would make about the Club's men's and women's football teams or operations;
- (b) any public comments I make (in any medium, whether on social media or otherwise) in my capacity as a FAB Supporter Representative will be considered and in line with organisational policy;
- (c) I will not make any public comments (in any medium, whether on social media or otherwise) which are defamatory to: (i) the Club (or any employees, senior executives, shareholders (direct or indirect) or directors of the Club); (ii) the FAB (or any representative or member of the FAB) (iii) any of the Club's sponsors, suppliers or strategic partners (or any proposed sponsors, suppliers or strategic partners); (iv) the Premier League (or any employee or director of the Premier League); (v) the Premier League's partners; or (vi) any other football club.

BETTING

10. I acknowledge and agree that I cannot, whether directly or indirectly, bet on, nor can I instruct permit, cause or enable any person to bet on:

- (a) The result, progress, conduct or any other aspect of, or occurrence in or in connection with, a football match or competition anywhere in the world; or
- (b) Any other matter concerning or related to football anywhere in the world, including, for example and without limitation, the transfer of players, employment of managers, team selection or disciplinary matters.

SIGNATURES

I hereby confirm my agreement to the terms contained in the Code of Conduct:

Signature:

Name (in BLOCK CAPITALS):

FAB Post: