

Cricket Wales Limited

Fraud & Detection Policy

Policy & Procedure

Author CEO

Approved by Board Of Directors

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CRICKET WALES

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<p>BACKGROUND</p>	<p>The corporate fraud policy is established to facilitate the development of controls that will aid in the detection and prevention of fraud against Cricket Wales. It is the intent of Cricket Wales (the Company) to promote consistent organisational behaviour by providing guidelines and assigning responsibility for the development of controls and conduct of investigations.</p>
<p>SCOPE OF POLICY</p>	<p>This policy applies to any irregularity, or suspected irregularity, involving employees as well as volunteers, consultants, vendors, contractors, outside agencies doing business with employees of such agencies, and/or any other parties with a business relationship with Cricket Wales. Any investigative activity required will be conducted without regard to the suspected wrongdoer's length of service, position/title, or relationship to the Company.</p>
<p>POLICY</p>	<p>Management is responsible for the detection and prevention of fraud, misappropriations, and other irregularities. Fraud is defined as the intentional, false representation or concealment of a material fact for the purpose of inducing another to act upon it to his or her injury. Each member of the management team will be familiar with the types of improprieties that might occur within his or her area of responsibility, and be alert for any indication of irregularity. Any irregularity that is detected or suspected must be reported immediately to the CEO, who coordinates all investigations, both internal and external.</p>
<p>ACTIONS CONSTITUTING FRAUD</p>	<p>The terms defalcation, misappropriation, and other fiscal irregularities refer to, but are not limited to:</p> <ul style="list-style-type: none"> • Any dishonest or fraudulent act. • Misappropriation of funds, securities, supplies, or other assets. • Impropriety in the handling or reporting of money or financial transactions. • Profiteering as a result of insider knowledge of company activities. • Disclosing confidential and proprietary information to outside parties. • Disclosing to other persons securities activities engaged in or contemplated by the company. • Accepting or seeking anything of material value from contractors, vendors, or persons providing services/materials to the Company. • Destruction, removal, or inappropriate use of records, furniture, fixtures, and equipment; and/or • Any similar or related irregularity
<p>INVESTIGATION RESPONSIBILITIES</p>	<p>The CEO has the primary responsibility for the investigation of all suspected fraudulent acts as defined in the policy. If the investigation substantiates that fraudulent activities have occurred, the CEO will issue a report to appropriate designated personnel and, if appropriate, to the Board of Directors. Decisions to prosecute or refer the examination results to the appropriate law enforcement and/or regulatory agencies for independent investigation will be made in conjunction with legal counsel and senior management, as will final decisions on disposition of the case.</p>

<p>CONFIDENTIALITY</p>	<p>Cricket Wales treats all information received confidentially. Any employee who suspects dishonest or fraudulent activity will notify the CEO immediately, and should not attempt to personally conduct investigations or interviews/interrogations related to any suspected fraudulent act (see REPORTING PROCEDURE section below). Investigation results will not be disclosed or discussed with anyone other than those who have a legitimate need to know. This is important in order to avoid damaging the reputations of persons suspected but subsequently found innocent of wrongful conduct and to protect the Company from potential civil liability.</p>
<p>AUTHORISATION FOR INVESTIGATING SUSPECTED FRAUD</p>	<p>Members of the Investigation team will have:</p> <p>Free and unrestricted access to all Company records and premises, whether owned or rented; and</p> <p>The authority to examine, copy, and/or remove all or any portion of the contents of files, desks, cabinets, and other storage facilities on the premises without prior knowledge or consent of any individual who might use or have custody of any such items or facilities when it is within the scope of their investigation.</p>
<p>REPORTING PROCEDURES</p>	<p>Great care must be taken in the investigation of suspected improprieties or irregularities so as to avoid mistaken accusations or alerting suspected individuals that an investigation is under way.</p> <p>An employee who discovers or suspects fraudulent activity will contact the CEO immediately. The employee or other complainant may remain anonymous. All inquiries concerning the activity under investigation from the suspected individual, his or her solicitor or representative, or any other inquirer should be directed to the CEO. No information concerning the status of an investigation will be given out. The proper response to any inquiries is: "I am not at liberty to discuss this matter." Under no circumstances should any reference be made to "the allegation," "the crime," "the fraud," "the forgery," "the misappropriation," or any other specific reference.</p> <p>The reporting individual should be informed of the following:</p> <p>Do not contact the suspected individual in an effort to determine facts or demand restitution.</p> <p>Do not discuss the case, facts, suspicions, or allegations with any-one unless specifically asked to do so by the CEO.</p>
<p>TERMINATION</p>	<p>If an investigation results in a recommendation to terminate an individual's contract of employment, the recommendation will be reviewed for approval by the CEO and Chairman and, if necessary, by outside counsel, before any such action is taken. The decision to terminate an employee is made by the CEO in consultation with the Chairman.</p>
<p>ADMINISTRATION</p>	<p>The CEO is responsible for the administration, revision, interpretation, and application of this policy. The policy will be reviewed annually and revised as needed.</p>

APPROVAL

CEO

Date