

England and Wales Cricket Board

Anti-Corruption Code for Participants

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ENGLAND AND WALES CRICKET BOARD ANTI-CORRUPTION CODE FOR PARTICIPANTS

ARTICLE 1 INTRODUCTION, SCOPE AND APPLICATION

- 1.1 The England and Wales Cricket Board (“**ECB**”) has adopted this *Anti-Corruption Code* in recognition of the following fundamental sporting imperatives:
 - 1.1.1 All cricket matches are to be contested on a level playing-field, with the outcome of every ball and every cricket match to be determined solely by the respective merits of the competing teams and, therefore, to remain uncertain until each ball is bowled and until the cricket match is completed. This is the essential characteristic that gives sport its unique appeal.
 - 1.1.2 Public confidence in the authenticity and integrity of the sporting contest is therefore vital. If that confidence is undermined, then the very essence of cricket will be shaken to the core. It is the determination to protect that essence of cricket that has led the *ECB* to adopt this Anti-Corruption Code.
 - 1.1.3 Advancing technology and increasing popularity have led to a substantial increase in the amount, and the sophistication, of betting on cricket matches. The development of new betting products, including spread-betting and betting exchanges, as well as internet and phone accounts that allow people to place a bet at any time and from any place, even after a cricket match has started, have all increased the potential for the development of corrupt betting practices. That, in turn, increases the risk that attempts will be made to involve *Participants* in such practices. This can create a perception that the integrity of the sport is under threat.
 - 1.1.4 Furthermore, it is of the nature of this type of misconduct that it is carried out under cover and in secret, thereby creating significant challenges for the *ECB* in the enforcement of rules of conduct. As a consequence, the *ECB* needs to be empowered to seek information from and share information with competent authorities and other relevant third parties, and to require *Participants* to cooperate fully with all investigations and requests for information.
 - 1.1.5 The *ECB* is committed to taking every step in its power (a) to prevent corrupt practices undermining the integrity of the sport of cricket, including any efforts to influence improperly the outcome or any other aspect of any *Match*; and (b) to preserve public confidence in the readiness, willingness and ability of the *ECB* to protect the sport from such corrupt practices.
- 1.2 This *Anti-Corruption Code* is to be interpreted and applied by reference to the fundamental sporting imperatives described in Article 1.1 (including, without limitation, where an issue arises that is not expressly addressed in this *Anti-Corruption Code*). Such interpretation and application shall take precedence over any strict legal or technical interpretations of this *Anti-Corruption Code* that may otherwise be proposed.
- 1.3 This *Anti-Corruption Code* applies to all *Participants*. Each *Participant* is automatically bound by this *Anti-Corruption Code* as soon as he/she becomes a *Participant*. From that point, he/she shall be deemed to have agreed:
 - 1.3.1 not to engage in *Corrupt Conduct* in respect of any *Match*, wherever it is held and whether or not he/she is personally participating or involved in any way in it;
 - 1.3.2 that it is his/her personal responsibility to familiarise himself/herself with all of the requirements of this Anti-Corruption Code, and to comply with those requirements;

- 1.3.3 to submit to the jurisdiction of the *ECB* to investigate apparent or suspected *Corrupt Conduct* that would amount to a violation of this *Anti-Corruption Code*;
- 1.3.4 to submit to the jurisdiction of any *Anti-Corruption Tribunal* convened under this *Anti-Corruption Code* to hear and determine (a) any allegation by the *ECB* that the *Participant* has committed *Corrupt Conduct* under this *Anti-Corruption Code*; and (b) any related issue (e.g. any challenge to the validity of the charges or to the jurisdiction of the *ECB* or the *Anti-Corruption Tribunal*, as applicable);
- 1.3.5 to submit to the exclusive jurisdiction of any *SRUK* panel convened under this *Anti-Corruption Code* to hear and determine appeals made pursuant to this *Anti-Corruption Code*;
- 1.3.6 not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submissions to the jurisdiction of the *Anti-Corruption Tribunal* and *SRUK*;
- 1.3.7 for the purposes of applicable data protection and other laws and for all other purposes, to have consented to the collection, processing, disclosure and use of information relating to him/herself and his/her activities, including personal information relating to him/herself and his/her activities, to the extent expressly permitted under the terms of this *Anti-Corruption Code* (and that he/she shall confirm such agreement in writing upon demand); and
- 1.3.8 to waive and forfeit any rights, defences and privileges provided by any law in any jurisdiction to withhold, or reject the provision of, information requested by the Designated Anti-Corruption Official in a Demand.
- 1.4 Without prejudice to Article 1.3, a *Participant* shall also be bound by the *ICC Anti-Corruption Code* and all other *National Cricket Federations'* anti-corruption rules:
- 1.4.1 not to commit *Corrupt Conduct* as set out under those rules; and
- 1.4.2 to submit to the jurisdiction of first instance and appeal hearing panels convened under those rules to hear and determine allegations of breach of such rules and related issues.
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- NOTE:** *Copies of the ICC Anti-Corruption Code and the anti-corruption rules of other National Cricket Federations can be found on the ICC Website. The substance of the ICC Anti-Corruption Code and the anti-corruption rules of other National Cricket Federations (including what constitutes Corrupt Conduct and the sanctions for such Corrupt Conduct) is materially the same as this Anti-Corruption Code.*
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- 1.5 The provisions of this Article 1.5 set out the circumstances under which each of the *ECB* and (where applicable) the *ICC* and another *National Cricket Federation* shall have the right to take action against a relevant *Participant*.
- 1.5.1 Where a *Participant's* alleged *Corrupt Conduct* would amount solely to a violation of this *Anti-Corruption Code* (whether such *Corrupt Conduct* actually relates to a *Domestic Match* or not), the *ECB* will have the exclusive right to take action against the *Participant* under this *Anti-Corruption Code* for such *Corrupt Conduct*.
- 1.5.2 Where a *Participant's* alleged *Corrupt Conduct* would amount solely to a violation of the *ICC Anti-Corruption Code* (whether such *Corrupt Conduct* relates to an *International Match* or not) or the anti-corruption rules of another *National Cricket Federation* (whether such *Corrupt Conduct* actually relates to a *NCF Domestic Match* or not), the *ICC* or the relevant *National Cricket Federation* (as applicable) will have the exclusive right to take action against the *Participant* under its own anti-corruption rules;

- 1.5.3** Where a *Participant's* alleged *Corrupt Conduct* would amount to a violation of this *Anti-Corruption Code* and/or of one or more of the *ICC Anti-Corruption Code* and/or the anti-corruption rules of any other *National Cricket Federation*:
- 1.5.3.1** if the alleged *Corrupt Conduct* relates solely to one or more *Domestic Matches* played under the *ECB's* jurisdiction, the *ECB* will have the priority right and responsibility to take action under this *Anti-Corruption Code* against any relevant *Participant* for such *Corrupt Conduct* (irrespective of the nationality or place of residence of the *Participant*), but where it fails to take any action under this *Anti-Corruption Code* within 180 days of becoming aware of the *Corrupt Conduct* or agrees to defer to the *National Cricket Federation* to which the *Participant* is affiliated, the *National Cricket Federation* to which the *Participant* is affiliated may instead take action against the *Participant* in respect of such *Corrupt Conduct* under its anti-corruption rules provided it has first given notice in writing of such to the *ECB*;
- 1.5.3.2** if the alleged *Corrupt Conduct* relates solely to one or more *International Matches* (other than *International Tour Matches*), the *ICC* will have the exclusive right to take action against the *Participant* under the *ICC Anti-Corruption Code* for such *Corrupt Conduct*;
- 1.5.3.3** if the alleged *Corrupt Conduct* relates solely to one or more *International Tour Matches* played under the *ECB's* jurisdiction, then, unless otherwise agreed between the *ICC* and the *ECB*:
- 1.5.3.3.1 the *ICC* will have the priority right and responsibility to take action under the *ICC Anti-Corruption Code* against any *Participant* who participated on behalf of, or who was in any way associated with, or whose *Corrupt Conduct* was related to, the participating representative team of a *Full Member* (or *Associate Member* with Test and/or ODI or T20I status) in the *International Tour Match*;
- 1.5.3.3.2 the *ECB* will have the priority right and responsibility to take action under this *Anti-Corruption Code* against any *Participant* who participated on behalf of, or who was in any way associated with, or whose *Corrupt Conduct* was related to, the participating domestic, guest or invitational team in the *International Tour Match*;
- 1.5.3.4** if the alleged *Corrupt Conduct* relates to one or more *International Matches* and one or more *Domestic Matches*, the *ICC* and the *ECB* shall agree between them which of them shall take action (and, where applicable, in which order) against any relevant *Participant* for such *Corrupt Conduct*;
- 1.5.3.5** if the alleged *Corrupt Conduct* relates to one or more *Domestic Matches* and one or more *NCF Domestic Matches*, the *ECB* and the other relevant *National Cricket Federation(s)* shall agree between them which of them shall take action (and, where applicable, in which order) against any relevant *Participant* for such *Corrupt Conduct*;
- 1.5.3.6** if the alleged *Corrupt Conduct* relates to an offence under any of Articles 2.3, 2.4 or 2.5 of this *Anti-Corruption Code* (or any analogous provision in the *ICC Anti-Corruption Code* or the anti-corruption rules of any other *National Cricket Federation*) and does not relate to either an *International Match* or a *Domestic Match* or a *NCF Domestic Match*, the *ECB*, the *ICC* and/or the relevant other *National Cricket Federation(s)* shall agree between them which of them shall take action (and, where applicable, in which order) against any relevant *Participant* for such *Corrupt Conduct*.

In the absence of agreement, the *ECB* shall take action solely with respect to *Corrupt Conduct* relating to the relevant *Domestic Matches* played within its jurisdiction, the *ICC* shall take action solely with respect to *Corrupt Conduct* relating to the relevant *International Matches* and/or the other relevant *National Cricket Federation* shall take action solely with respect to *Corrupt Conduct* relating to the relevant *NCF Domestic Matches*.

- 1.6 Where the *ECB* and the *ICC* and/or any other relevant *National Cricket Federation* agree between them, in accordance with the principles described in Article 1.5 above or otherwise, that in any particular circumstances it would be more appropriate for the *ECB* to take action under this *Anti-Corruption Code* in relation to any *Corrupt Conduct* relating to one or more *International Matches* or one or more *NCF Domestic Matches*, then all relevant references in this *Anti-Corruption Code* to *Domestic Matches* shall be deemed to be extended to include the relevant *International Match* or *NCF Domestic Match* (as applicable).
- 1.7 Each *Participant* shall continue to be bound by and required to comply with this *Anti-Corruption Code* until he/she no longer qualifies as a *Participant* (the "**End Date**"). Notwithstanding the foregoing, the *ECB* shall continue to have jurisdiction over him/her pursuant to this *Anti-Corruption Code* after the *End Date* in respect of matters taking place prior to the *End Date*. He/ she shall continue to be bound by and required to comply with this *Anti-Corruption Code* after the *End Date* with respect to the investigation, prosecution and adjudication of such matters.
- 1.8 Without prejudice to any of the foregoing, the *ECB* shall be responsible for promoting *Anti-Corruption Code* awareness and education amongst all *Participants*.
- 1.9 This *Anti-Corruption Code* is not criminal law but rather rules of professional conduct for those involved in the sport of cricket. However, *Corrupt Conduct* may also be a criminal offence and/ or a breach of other applicable laws or regulations. This *Anti-Corruption Code* is intended to supplement such laws and regulations. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. *Participants* must comply with all applicable laws and regulations at all times.
- 1.10 Unless otherwise indicated, references in this *Anti-Corruption Code* to Articles and Appendices are to articles and appendices of this *Anti-Corruption Code*. Words in italicised text in this *Anti-Corruption Code* are defined terms. Unless set out in the Articles below, their respective definitions are set out in Appendix 1.

ARTICLE 2 OFFENCES UNDER THIS ANTI-CORRUPTION CODE

The conduct described in the sub-Articles set out in Articles 2.1 – 2.5, if committed by a *Participant*, shall amount to an offence by such *Participant* under this *Anti-Corruption Code*:

2.1 **Corruption:**

- 2.1.1 Fixing or contriving in any way or otherwise influencing improperly, or being a party to any agreement or effort to fix or contrive in any way or otherwise influence improperly, the result, progress, conduct or any other aspect of any *Match*, including (without limitation) by deliberately underperforming therein.

NOTE: *It shall not be an offence under Article 2.1.1 to manipulate Matches for purely strategic or tactical sporting reasons.*

- 2.1.2 Ensuring for *Betting* or other corrupt purposes the occurrence of a particular incident in a *Match*.

- 2.1.3 Seeking, accepting, offering or agreeing to accept any bribe or other *Reward* to: (a) fix or to contrive in any way or otherwise to influence improperly the result, progress, conduct or any other aspect of any *Match*; or (b) ensure for *Betting* or other corrupt purposes the occurrence of a particular incident in a *Match*.
- 2.1.4 Directly or indirectly soliciting, inducing, enticing, instructing, persuading, encouraging or intentionally facilitating any *Participant* to breach any of the foregoing provisions of this Article 2.1.

2.2 **Betting:**

- 2.2.1 Placing, accepting, laying or otherwise entering into any *Bet* with any other party (whether individual, company or otherwise) in relation to the result, progress, conduct or any other aspect of any *Match* or *Competition*.
- 2.2.2 Directly or indirectly soliciting, inducing, enticing, instructing, persuading, encouraging, intentionally facilitating or authorising any other party to enter into a *Bet* in relation to the result, progress, conduct or any other aspect of any *Match* or *Competition*.

2.3 **Misuse of *Inside Information*:**

- 2.3.1 Using any *Inside Information* for *Betting* purposes.
- 2.3.2 Disclosing *Inside Information* to any person where the *Participant* knew or should have known that such disclosure might lead to the information being used in relation to *Betting*.

NOTE: *Any potential offence under this Article will be considered on its own set of facts and the particular circumstances surrounding any relevant disclosure. For example, it may be an offence under this clause to disclose Inside Information: (a) to journalists or other members of the media; and/or (b) on social networking websites where the Participant knew or should have known that such disclosure might lead to the information being used in relation to Betting. However, nothing in this Article is intended to prohibit any such disclosure made within a personal relationship (such as to a member of a family) where it is reasonable for the Participant to expect that such information can be disclosed in confidence and will not subsequently be used for Betting.*

- 2.3.3 Directly or indirectly soliciting, inducing, enticing, persuading, encouraging or intentionally facilitating any *Participant* to breach any of the foregoing provisions of this Article 2.3.

2.4 **Failure to Cooperate:**

- 2.4.1 Failing or refusing to cooperate with any investigation carried out by the *Designated Anti-Corruption Official* in relation to possible *Corrupt Conduct* under this *Anti-Corruption Code* (by any *Participant*), including (without limitation) failing to provide accurately and completely any information and/or documentation requested by the *Designated Anti-Corruption Official* (whether as part of a formal *Demand* pursuant to Article 4.3 or otherwise) as part of such investigation.
- 2.4.2 Obstructing or delaying, intentionally or recklessly, any investigation that may be carried out by the *Designated Anti-Corruption Official* in relation to possible *Corrupt Conduct* under this *Anti-Corruption Code* (by any *Participant*), including (without limitation) concealing, tampering with or destroying any documentation or other information that may be relevant to that investigation and/or that may be evidence of or may lead to the discovery of evidence of *Corrupt Conduct* under this *Anti-Corruption Code*.
- 2.4.3 Failing or refusing to cooperate with any proceedings brought against any *Participant* for *Corrupt Conduct*, including (without limitation) failing to provide a witness statement(s)

in respect of information in the possession of the *Participant* and/or failing to attend, for the purposes of providing truthful oral evidence, any disciplinary hearing convened before an *Anti-Corruption Tribunal* and/or *SRUK* under this *Anti-Corruption Code*, where requested by the *Designated Anti-Corruption Official*.

- 2.4.4 Directly or indirectly soliciting, inducing, enticing, persuading, encouraging or intentionally facilitating any *Participant* to breach any of the foregoing provisions of this Article 2.4.

2.5 **General:**

- 2.5.1 Giving or providing to any *Participant* or receiving any gift, payment, hospitality or other benefit (whether of a monetary value or otherwise) either (a) for the purpose of procuring (directly or indirectly) any breach of this *Anti-Corruption Code*, or (b) in circumstances that could bring him/her or the sport of cricket into disrepute.
- 2.5.2 Failing to disclose to the *Designated Anti-Corruption Official* (without unnecessary delay) the receipt of any gift, payment, hospitality or other benefit, (a) that the *Participant* knew or should have known was given to him/her to procure (directly or indirectly) any breach of this *Anti-Corruption Code*, or (b) that was made or given in circumstances that could bring the *Participant* or the sport of cricket into disrepute.

NOTE: *Articles 2.5.1(b) and 2.5.2(b) are only intended to catch 'disrepute' that, when considered in all of the relevant circumstances, relates (directly or indirectly) to any of the underlying imperatives of and conduct prohibited by this Anti-Corruption Code (including as described in Article 1.1). For the purposes of any disclosures made pursuant to Article 2.5.2, such disclosures must be made to the Designated Anti-Corruption Official, who shall keep a register of all such disclosures, and will be entitled to share the content of such register (or any part of it) with the ICC or any other National Cricket Federation as he/she may deem appropriate. In the event that the Designated Anti-Corruption Official decides to share any such content, save where he/she reasonably believes that such disclosure will prejudice an investigation, he/she shall notify the Participant.*

- 2.5.3 Failing to disclose to the *Designated Anti-Corruption Official* (without unnecessary delay) full details of any approaches or invitations received by the *Participant* to engage in *Corrupt Conduct* under this *Anti-Corruption Code*.

NOTE: *It is acknowledged that the fight against corruption requires prompt reporting of all such approaches and any unnecessary delay in doing so may undermine the effectiveness with which the ECB and other relevant anti-corruption bodies can protect the integrity of the sport. It is acknowledged that the assessment of whether there had been 'unnecessary delay' in each case will depend on its own circumstances, but it is always unacceptable (and will therefore constitute 'unnecessary delay') for a Participant to wait until after the match in respect of which he/she was invited to engage in Corrupt Conduct before reporting that approach to the Designated Anti-Corruption Official.*

NOTE: *A Participant shall not discharge his burden under this Article unless and until full disclosure of all details has been made without any unnecessary delay to the Designated Anti-Corruption Official. The obligation on the Participant under this Article will be deemed to have been discharged if he/she elects to transmit the information via an intermediary provided that full disclosure of all details, including the identity of the Participant, is made to the Designated Anti-Corruption Official by the intermediary on behalf of the Participant without any unnecessary delay. It is not sufficient for such disclosure to be made instead to any other third party, including, without limitation, any player, club or team official or ICC or other National Cricket Federation representative.*

- 2.5.4 Failing to disclose to the *Designated Anti-Corruption Official* (without unnecessary delay) full details of any incident, fact, or matter that comes to the attention of a *Participant* that may evidence *Corrupt Conduct* under this *Anti-Corruption Code* by another *Participant*, including (without limitation) approaches or invitations that have been received by another *Participant* to engage in *Corrupt Conduct* under this *Anti-Corruption Code*.

NOTE: *All Participants have a continuing obligation to report any new incident, fact, or matter that may evidence Corrupt Conduct to the Designated Anti-Corruption Official, even if the Participant's prior knowledge has already been reported. It is acknowledged that the fight against corruption requires prompt reporting of all such approaches and any unnecessary delay in doing so may undermine the effectiveness with which the Designated Anti-Corruption Official and other relevant anti-corruption bodies can protect the integrity of the sport. It is acknowledged that the assessment of whether there had been 'unnecessary delay' in each case will depend on its own circumstances, but it is always unacceptable (and will therefore constitute 'unnecessary delay') for a Participant to wait until after the match in respect of which he/she was invited to engage in Corrupt Conduct before reporting that approach to the Designated Anti-Corruption Official.*

- 2.5.5 Directly or indirectly soliciting, inducing, enticing, persuading, encouraging or intentionally facilitating any *Participant* to breach any of the foregoing provisions of this Article 2.5.
- 2.6 For the purposes of this Article 2:
- 2.6.1 Any attempt by a *Participant*, or any agreement by a *Participant* with any other person, to act in a manner that would culminate in the commission of an offence under this *Anti-Corruption Code*, shall be treated as if an offence had been committed, whether or not such attempt or agreement in fact resulted in the commission of such offence.
- 2.6.2 A *Participant* who authorises, causes, knowingly assists, encourages, aids, abets, covers up or is otherwise complicit in any acts or omissions of the type described in Articles 2.1 – 2.5 committed by his/her coach, trainer, manager, agent, family member, guest or other affiliate or associate shall be treated as having committed such acts or omissions him/herself and shall be liable accordingly under this *Anti-Corruption Code*.
- 2.7 The following are not relevant to the determination of an offence under this *Anti-Corruption Code* (although they may be relevant to the issue of the sanction to be imposed under Article 6 in the event that it is determined that an offence has been committed):
- 2.7.1 Whether or not the *Participant* was participating or involved in any way in the specific *Match(es)* in question.
- 2.7.2 The nature or outcome of any *Bet(s)* on the *Match(es)* in question.
- 2.7.3 The outcome of the *Match(es)* in question.
- 2.7.4 Whether or not the *Participant's* efforts or performance (if any) or the efforts or performance of any other player or person in the *Match(es)* in question were (or could be expected to be) affected by the acts or omissions in question.
- 2.7.5 Whether or not any of the results in the *Match(es)* in question were (or could be expected to be) affected by the act or omissions in question.
- 2.8 It shall be a valid defence to a charge of:
- 2.8.1 any offence under this *Anti-Corruption Code* to prove, on the balance of probabilities, that the alleged offence was committed (and that, where applicable, it was not reported

to the *Designated Anti-Corruption Official* thereafter) due to the *Participant's* honest and reasonable belief that there was a serious threat to his/her life or safety or to the life or safety of any other person; and

- 2.8.2 an offence under Article 2.4.3 of this *Anti-Corruption Code* if the *Participant* adduces sufficient credible evidence to prove, on the balance of probabilities, that genuine and powerful reasons exist (or existed) to objectively justify his/her conduct taking into account all the relevant circumstances (and for which purposes the right to invoke privilege against self-incrimination is deemed to have been waived by each *Participant* and shall not be a sufficient reason).

ARTICLE 3 STANDARD OF PROOF AND EVIDENCE

- 3.1 Unless otherwise stated elsewhere in this *Anti-Corruption Code*, the burden of proof shall be on the *ECB* in all cases brought under this *Anti-Corruption Code* and the standard of proof shall be whether the *Anti-Corruption Tribunal* is comfortably satisfied that the alleged offence has been committed, bearing in mind the seriousness of the allegation that is being made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt.
- 3.2 The following rules of proof shall be applicable at the hearing:
- 3.2.1 The *Anti-Corruption Tribunal* shall not be bound by rules governing the admissibility of evidence in judicial or other proceedings. Instead, facts may be established by any reliable means, including admissions and circumstantial evidence.
- 3.2.2 The *Anti-Corruption Tribunal* shall have discretion to accept any facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction that is not the subject of a pending appeal as irrebuttable evidence of those facts as against the *Participant* to whom the decision pertained, unless the *Participant* establishes that the decision violated principles of natural justice.
- 3.2.3 The *Anti-Corruption Tribunal* may draw an inference adverse to a *Participant* who is asserted to have committed an offence under the *Anti-Corruption Code* based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or by video or telephone link, as directed by the *Anti-Corruption Tribunal*) and to answer any relevant questions.

ARTICLE 4 INVESTIGATIONS AND NOTICE OF CHARGE

- 4.1 Any allegation or suspicion of a breach of this *Anti-Corruption Code*, whatever the source, shall be referred to the *Designated Anti-Corruption Official* for investigation.
- 4.2 The *Designated Anti-Corruption Official* may at any time conduct an investigation into the activities of any *Participant* that he/she believes may have committed an offence under this *Anti-Corruption Code*. Such investigations may be conducted in conjunction with, and/or information obtained in such investigations may be shared with, the *ICC* and/or other *National Cricket Federations* and/or other relevant authorities (including criminal, administrative, professional and/or judicial authorities). All *Participants* must cooperate fully with such investigations, failing which any such *Participant* shall be liable to be charged with a breach of this *Anti-Corruption Code* pursuant to Article 2.4 (and it shall not be a valid basis for failing or refusing to co-operate or a valid defence to any such subsequent charge for a *Participant* to invoke any privilege against self-incrimination, which privilege is deemed to have been waived by each *Participant*). The *Designated Anti-Corruption Official* shall have discretion, where he/she deems appropriate, to stay his/her own investigation pending the outcome of investigations being conducted by the *ICC* and/or other *National Cricket Federations* and/or other relevant authorities into the same or related matters.

- 4.3 As part of any investigation, the *Designated Anti-Corruption Official* may at any time (including after a *Notice of Charge* has been provided to a relevant *Participant*) make a written demand to any *Participant* (a “**Demand**”) to provide to the *Designated Anti-Corruption Official*, in writing and/or by answering questions in person at an interview and/or by allowing the *Designated Anti-Corruption Official* to take possession of and/or copy or download information from his/her *Mobile Device(s)* (as the *Designated Anti-Corruption Official* elects), with any information that the *Designated Anti-Corruption Official* reasonably believes may be relevant to the investigation. Such information may include (without limitation) (a) copies or access to all relevant records (such as current or historic telephone records, bank statements, Internet services records and/or other records stored on computer hard drives or other information storage equipment or any consent forms related thereto); and/or (b) any data and/or messages and/or photographs and/or videos and/or audio files and/or documents or any other relevant material contained on his/her *Mobile Device(s)* (including, but not limited to, information stored through SMS, WhatsApp or any other messaging system); and/or (c) all of the facts and circumstances of which the *Participant* is aware with respect to the matter being investigated. Provided that any such *Demand* has been issued in accordance with this Article, the *Participant* shall cooperate fully with such *Demand*, including by furnishing such information within such reasonable period of time as may be determined by the *Designated Anti-Corruption Official*. Where such a *Demand* relates to the request to take possession of and/or copy or download information contained on a *Participant’s Mobile Device*, then such information shall be provided immediately upon the *Participant’s* receipt of the *Demand*. In all other cases, save in exceptional circumstances, a minimum of period of fourteen (14) days from the *Participant’s* receipt of the *Demand* will be provided. Where appropriate, the *Participant* may seek an extension of such deadline by providing the *Designated Anti-Corruption Official* with cogent reasons to support an extension, provided that the decision to grant or deny such extension shall be in the discretion of the *Designated Anti-Corruption Official*, acting reasonably at all times.
- 4.4 Any information furnished to the *Designated Anti-Corruption Official* (whether pursuant to a specific *Demand* or otherwise as part of an investigation) will not be used for any purpose other than in accordance with this *Anti-Corruption Code* and will be kept strictly confidential except when:
- 4.4.1 it becomes necessary to disclose such information in support of a charge of breach of this *Anti-Corruption Code* or the *ICC Anti-Corruption Code* or the anti-corruption rules of any other *National Cricket Federation*;
- 4.4.2 such information is required to be disclosed by any applicable law;
- 4.4.3 such information is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant *Match*; and/or
- 4.4.4 it becomes necessary (because the information gathered may also amount to or evidence infringements of other applicable laws or regulations) to disclose such information to other competent authorities (including the *ICC*, other *National Cricket Federations* and/or any applicable police, taxation, fraud, criminal intelligence or other authorities), whether pursuant to formal information-sharing agreements or otherwise (in which event, save where the *Designated Anti-Corruption Official* reasonably believes that such disclosure will prejudice an investigation, he/she shall notify the *Participant* of such disclosure).
- 4.5 All *Participants* must cooperate with the *Designated Anti-Corruption Official* in relation to any proceedings brought against any other *Participant* for *Corrupt Conduct*, including (without limitation) through the provision of a witness statement(s) in respect of information in the possession of the *Participant* and/or attending, for the purposes of providing truthful oral evidence, any disciplinary hearing convened before an *Anti-Corruption Tribunal* and/or *SRUK* under this *Anti-Corruption Code*, where requested by the *Designated Anti-Corruption Official*, failing which the non-cooperating *Participant* shall be liable to be charged with a breach of this *Anti-Corruption Code* pursuant to Article 2.4.3. In light of the waiver referred to at Article 2.8.2,

it shall not be a valid basis for failing or refusing to co-operate or a valid defence to any such subsequent charge for a *Participant* to invoke any privilege against self-incrimination.

4.6 If, at any time, the *Designated Anti-Corruption Official* determines that there is a case to answer under Article 2, then the *Participant* shall be sent written notice of the following, copied to the anti-corruption official or senior legal officer of the *National Cricket Federation* to which the *Participant* is affiliated (or, where there are no individuals holding such positions, the CEO of the *National Cricket Federation*) (the “**Notice of Charge**”):

4.6.1 that the *Participant* has a case to answer under Article 2;

4.6.2 the specific offence(s) that the *Participant* is alleged to have committed;

4.6.3 details of the alleged acts and/or omissions relied upon in support of the charge;

4.6.4 the range of sanctions applicable under this *Anti-Corruption Code* if the charge is admitted or upheld;

4.6.5 (where applicable) the matters relating to *Provisional Suspension* specified at Article 4.7; and

4.6.6 that if the *Participant* wishes to exercise his/her right to a hearing before the *Anti-Corruption Tribunal* (whether to contest liability or sanction or both), he/she must submit a written request for a hearing that explains how the *Participant* responds to the charge(s) and (in summary form) the basis for such response. To be effective, the request must be received by the *Designated Anti-Corruption Official* as soon as possible, but in any event within fourteen (14) days of the *Participant's* receipt of the *Notice of Charge* with a copy sent at the same time to the *ICC* and, where applicable, the *National Cricket Federation* to which the *Participant* is affiliated.

4.7 **Provisional Suspension:**

4.7.1 Where either: (a) the *Designated Anti-Corruption Official* decides to charge a *Participant* with an offence under this *Anti-Corruption Code*; or (b) the *Designated Anti-Corruption Official* considers that there are other exceptional circumstances relevant to a *Participant* (for example, where any relevant police authority has arrested and/or charged a *Participant* with an offence under any relevant criminal law in respect of facts or circumstances that may also constitute an offence under this *Anti-Corruption Code*), he/she shall have the discretion, in circumstances where he/she considers that the integrity of the sport could otherwise be seriously undermined, to *Provisionally Suspend* the *Participant* pending the *Anti-Corruption Tribunal's* determination of whether he/she has committed an offence. Any decision to *Provisionally Suspend* the *Participant* will be communicated to the *Participant* in writing, with a copy sent at the same time to the *ICC* and, where applicable, the *National Cricket Federation* to which the *Participant* is affiliated.

4.7.2 In all cases, the *Participant* shall be given an opportunity to contest such *Provisional Suspension* in a *Provisional Hearing* taking place before the Chairman of the *CDC* (or his/her designee) (sitting alone) on a timely basis after its imposition. At any such *Provisional Hearing*, it shall be the burden of the *Designated Anti-Corruption Official* to establish that in such circumstances, the integrity of the sport could be seriously undermined if he/she does not remain *Provisionally Suspended* pending determination of the charge(s). The Chairman of the *CDC* (or his/her designee) shall have the discretion to determine the appropriate procedure to be followed at any such *Provisional Hearing*, provided that the *Participant* is afforded a fair and reasonable opportunity to present evidence, address the Chairman of the *CDC* (or his/her designee), and present his/her case. Notice of any decision made at a *Provisional Hearing* will be sent by the *ECB* to the *ICC* and (if applicable) to the *National Cricket Federation* to which the *Participant* is affiliated as soon as such decision is made.

- 4.7.3 Where a full hearing under Article 5 has not been convened within three (3) months of the imposition of a *Provisional Suspension*, the *Participant* shall be entitled to apply (again, where applicable) to the Chairman of the *CDC* (or his/her designee) (sitting alone) to lift the imposition of the *Provisional Suspension*. It shall be the burden of the *Designated Anti-Corruption Official* to establish that there remains a risk that the integrity of the sport could be seriously undermined if the *Provisional Suspension* was lifted. The Chairman of the *CDC* (or his/her designee) shall have discretion to determine such application as he considers appropriate (including whether to convene a hearing or to determine the matter on the papers), provided that the *Participant* is afforded a fair and reasonable opportunity to present evidence, address the Chairman of the *CDC* (or his/her designee) and present his/her case. Notice of any decision made by the Chairman of the *CDC* will be sent by the *ECB* to the *ICC* and (if applicable) to the *National Cricket Federation* to which the *Participant* is affiliated as soon as such decision is made.
- 4.7.4 While *Provisionally Suspended*, a *Participant* may not play, coach or otherwise participate or be involved in any capacity in any *Match* or any other kind of function, event or activity (other than authorised anti-corruption education or rehabilitation programmes) that is authorised, organised, sanctioned, recognised or supported in any way by the *ECB*, the *ICC*, another *National Cricket Federation*, or any member under the jurisdiction of a *National Cricket Federation*, or receive accreditation to provide media or other services at any official venue or *Match*. The *ICC* and other *National Cricket Federations* shall be entitled to take all reasonable steps within their powers to give effect to this Article 4.7.4 to the extent that they have the jurisdiction, power or ability to do so.
- 4.7.5 A *Participant* who is not *Provisionally Suspended* may voluntarily *Provisionally Suspend* him/herself by written notice to the *Designated Anti-Corruption Official*. In that case, provided that the *Participant* respects that voluntary *Provisional Suspension* until the charge(s) against him/her is(are) determined, he/she shall be given credit for such voluntary *Provisional Suspension* in accordance with Article 6.4. A copy of any such voluntary *Provisional Suspension* will be sent by the *ECB* to the *ICC* and (if applicable) to the *National Cricket Federation* to which the *Participant* is affiliated without unnecessary delay.

4.8 Responding to a *Notice of Charge*:

- 4.8.1 If the *Participant* fails to file a written request for a hearing before the *Anti-Corruption Tribunal* in accordance with Article 4.6.6 (or by any extended deadline that the *Designated Anti-Corruption Official* deems appropriate), then he/she shall be deemed to have:
- 4.8.1.1 waived his/her entitlement to a hearing;
 - 4.8.1.2 admitted that he/she has committed the offence(s) under this *Anti-Corruption Code* specified in the *Notice of Charge*; and
 - 4.8.1.3 acceded to the range of applicable sanctions specified in the *Notice of Charge*.

In such circumstances, a hearing before the *Anti-Corruption Tribunal* shall not be required. Instead, the Chairman of the *CDC* (or his/her designee) (sitting alone) shall promptly consider the evidence (as well as any submissions made by the *Designated Anti-Corruption Official*), make a determination and, save where the Chairman of the *CDC* (or his/her designee) considers that there is any risk of prejudice to other criminal proceedings, issue a public decision confirming the offence(s) under this *Anti-Corruption Code* specified in the *Notice of Charge* and the imposition of an applicable sanction within the range specified in the *Notice of Charge*. Before issuing that public decision, the Chairman of the *CDC* (or his/her designee) will provide written notice of that decision to the *Participant* and the *Designated Anti-Corruption Official* and the *ICC*.

- 4.8.2 Where the *Participant* does request a hearing in accordance with Article 4.6.6, the matter shall proceed to a hearing in accordance with Article 5.

ARTICLE 5 THE DISCIPLINARY PROCEDURE

5.1 Hearings under this *Anti-Corruption Code*

- 5.1.1 Where the *Designated Anti-Corruption Official* alleges that a *Participant* has committed an offence under this *Anti-Corruption Code*, and the *Participant* submits the response required under Article 4.6.6 by the specified deadline, disputing the charge and/or the sanctions to be imposed for such offence under this *Anti-Corruption Code*, the matter shall be referred to the Chairman of the *CDC* (or his/her designee).
- 5.1.2 The Chairman of the *CDC* (or his/her designee) shall appoint three members from the *CDC* and/or any other independent person proposed by him/her (or his/her designee) (which may include the Chairman of the *CDC* (or his/her designee) if the Chairman of the *CDC* (or his/her designee) deems, taking into account all the circumstances, that his/her appointment is appropriate) to form an *Anti-Corruption Tribunal* to hear the case. One member of the *Anti-Corruption Tribunal*, who shall be a lawyer, shall sit as the Chairman of the *Anti-Corruption Tribunal*. The appointed members shall be independent of the parties and shall have had no prior involvement with the case.
- 5.1.3 The Chairman of the *Anti-Corruption Tribunal* shall convene a preliminary hearing with the *Designated Anti-Corruption Official* and his/her legal representatives, together with the *Participant* and his/her legal representatives (if any). At the reasonable discretion of the Chairman of the *Anti-Corruption Tribunal*, a representative of the *National Cricket Federation* to which the *Participant* is affiliated may also attend such hearing (but strictly as an observer only and with no right to be heard). The preliminary hearing should take place as soon as possible by telephone conference call unless the Chairman of the *Anti-Corruption Tribunal* determines otherwise. The non-participation of the *Participant* or his/her representative at the preliminary hearing, after proper notice of the preliminary hearing has been provided, shall not prevent the Chairman of the *Anti-Corruption Tribunal* from proceeding with the preliminary hearing, whether or not any written submissions are made on behalf of the *Participant*.
- 5.1.4 The purpose of the preliminary hearing shall be to allow the Chairman of the *Anti-Corruption Tribunal* to address any issues that need to be resolved prior to the hearing date. In particular (but without limitation), the Chairman of the *Anti-Corruption Tribunal* shall:
- 5.1.4.1 determine the date(s) upon which the full hearing shall be held. Save where the Chairman of the *Anti-Corruption Tribunal* in his discretion orders otherwise, the full hearing should ordinarily take place no more than forty (40) days after the date of the preliminary hearing;
- 5.1.4.2 establish dates reasonably in advance of the date of the full hearing by which:
- (a) the *Designated Anti-Corruption Official* shall submit an opening brief with argument on all issues that the *Designated Anti-Corruption Official* wishes to raise at the hearing and a written statement from each witness that the *Designated Anti-Corruption Official* intends to call at the hearing, setting out his/her direct evidence, and enclosing copies of the documents that the *Designated Anti-Corruption Official* intends to rely on at the hearing;
- (b) the *Participant* shall submit an answering brief, addressing the arguments of the *Designated Anti-Corruption Official* and setting out argument on the issues that he/she wishes to raise at the hearing,

as well as a written statement from each witness that he/she intends to call at the hearing, setting out that witness's direct evidence, and enclosing copies of the documents that he/she intends to rely on at the hearing; and

- (c) the *Designated Anti-Corruption Official* may (at his/her discretion) submit a reply brief, responding to the answer brief of the *Participant* and providing a witness statement from each rebuttal witness that the *Designated Anti-Corruption Official* intends to call at the hearing, setting out his/her direct evidence, and enclosing copies of any further documents that the *Designated Anti-Corruption Official* intends to rely on at the hearing; and
- 5.1.4.3** order such consolidation with other case(s) as the Chairman of the *Anti-Corruption Tribunal* shall deem appropriate. For example, where two or more *Participants* are alleged to have committed offences under the *Anti-Corruption Code*, they may both be dealt with at the same hearing where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents; and
- 5.1.4.4** make such order as the Chairman of the *Anti-Corruption Tribunal* shall deem appropriate (subject to any principles of applicable English law) in relation to the production of relevant documents and/or other materials between the parties.
- 5.1.5** The *Participant* shall be required to raise at the preliminary hearing any legitimate objection that he/she may have to any of the members of the *Anti-Corruption Tribunal* convened to hear his/her case. Any unjustified delay in raising any such objection shall constitute a waiver of the objection. If any objection is made, the Chairman of the *Anti-Corruption Tribunal* shall rule on its legitimacy (or, if the objection relates to the Chairman of the *Anti-Corruption Tribunal*, the Chairman of the *CDC* (or his/her designee) shall rule on its legitimacy. If the Chairman of the *CDC* is the Chairman of the *Anti-Corruption Tribunal*, a Deputy-Chairman of the *CDC* shall rule on the legitimacy of the objection.
- 5.1.6** If, because of a legitimate objection or for any other reason, a member of the *Anti-Corruption Tribunal* is, or becomes, unwilling or unable to hear the case, then the Chairman of the *CDC* (or his/her designee) may, at his/her absolute discretion: (a) appoint a replacement member of the *Anti-Corruption Tribunal* from the *CDC*; or (b) authorise the remaining members of the *Anti-Corruption Tribunal* to hear the case on their own.
- 5.1.7** Subject to the discretion of the Chairman of the *Anti-Corruption Tribunal* to order otherwise for good cause shown by either party (for example, and notwithstanding Article 5.1.8, where, having due regard to the seriousness of the alleged offence, the costs of attending any hearing are disproportionate to the *Participant's* means and therefore prohibit him/her from having a fair opportunity to present his/her case), or unless otherwise agreed between the parties, hearings before the *Anti-Corruption Tribunal* shall (a) take place at a location in London stipulated by the *ECB*; and (b) be conducted on a confidential basis.
- 5.1.8** Each of the *Designated Anti-Corruption Official* and the *Participant* has the right to be present and to be heard at the hearing and (at his/her or its own expense) to be represented at the hearing by legal counsel of his/her or its own choosing. At the reasonable discretion of the *Anti-Corruption Tribunal*, a representative of the *National Cricket Federation* to which the *Participant* is affiliated (if other than the *ECB*) may also attend any such hearing (but strictly as an observer only and with no right to be heard). Where there is compelling justification for the non-attendance by any party or representative at the hearing, then such party or representative shall be given the opportunity to participate in the hearing by telephone or video conference (if available).

- 5.1.9 Without prejudice to Article 3.2.3, the *Participant* may choose not to appear in person at the hearing, but instead may provide a written submission for consideration by the *Anti-Corruption Tribunal*, in which case the *Anti-Corruption Tribunal* shall consider the submission in its deliberations. However, the non-attendance of the *Participant* or his/her representative at the hearing, without compelling justification, after proper notice of the hearing has been provided, shall not prevent the *Anti-Corruption Tribunal* from proceeding with the hearing in his/her absence, whether or not any written submissions are made on his/her behalf.
- 5.1.10 The procedure followed at the hearing shall be at the discretion of the Chairman of the *Anti-Corruption Tribunal*, provided that the hearing is conducted in a manner that affords the *Participant* a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses by telephone or video-conference where necessary), address the *Anti-Corruption Tribunal*, and present his/her case.
- 5.1.11 Save where the Chairman of the *Anti-Corruption Tribunal* orders otherwise for good cause shown by either party, the hearing shall be in English, evidence shall be given in English (with the cost of any necessary translation borne by the party offering the evidence), and certified English translations shall be submitted of any non-English documents put before the *Anti-Corruption Tribunal* (with the cost of the translation borne by the party offering the documents). If required by the Chairman of the *Anti-Corruption Tribunal* the *ECB* shall make arrangements to have the hearing recorded or transcribed (save for the private deliberations of the *Anti-Corruption Tribunal*). The costs of such transcription shall be paid by the *ECB*, subject to any costs-shifting order that the *Anti-Corruption Tribunal* may make further to Article 5.2.3.
- 5.1.12 Notwithstanding any of the other provisions of this *Anti-Corruption Code*, at any time during the proceedings it shall be open to a *Participant* charged with breach(es) of the *Anti-Corruption Code* to admit the breach(es) charged, whether or not in exchange for an agreement with the *ECB* on the appropriate sanction to be imposed upon him/her in order to avoid the need for a hearing before the *Anti-Corruption Tribunal*. Any such discussions between the *ECB* and the *Participant* shall take place on a “without prejudice” basis and in such a manner that they shall not delay or in any other way interfere with the proceedings. Any resulting agreement shall be subject to the written approval of the Chairman of the *CDC* (or his/her designee) and evidenced in writing, signed by both the *ECB* and the *Participant*, and shall set out the agreed sanction imposed on the *Participant* for his/her breach of the *Anti-Corruption Code* (the “**Agreed Sanction**”). In determining the Agreed Sanction the *ECB* will have due regard to the range of sanctions set out in Article 6.2 for the offence(s) in question, but it shall not be bound to impose a sanction within that range where it reasonably considers (at its absolute discretion) that there is good reason to depart therefrom. Upon receipt of notice of the *Agreed Sanction*, the *Anti-Corruption Tribunal* shall discontinue the proceedings on the terms thereof without the need for any further hearing. Instead the *ECB* shall promptly issue a public decision confirming the *Participant*’s admission of the offence(s) charged and the imposition of the *Agreed Sanction*. Before issuing that public decision, the *ECB* will provide notice of it to the *National Cricket Federation* to which the *Participant* is affiliated.

5.2 Decisions of the *Anti-Corruption Tribunal*

- 5.2.1 The *Anti-Corruption Tribunal* shall announce its decision in writing, with reasons, as soon as possible after the conclusion of the hearing. That written decision will set out and explain:
- 5.2.1.1 with reasons, the *Anti-Corruption Tribunal*’s findings as to whether any offence(s) under the *Anti-Corruption Code* has/have been committed;
- 5.2.1.2 with reasons, the *Anti-Corruption Tribunal*’s findings as to what sanctions, if any, are to be imposed (including any fine and/or period of *Ineligibility*);

5.2.1.3 with reasons, the date that such period of *Ineligibility* shall commence pursuant to Article 6.4; and

5.2.1.4 the rights of appeal described in Article 7.

Any such written decision (with reasons) will be provided to the *Participant* and the *Designated Anti-Corruption Official*.

5.2.2 The *ECB* will also provide the *ICC* and, where applicable, the *National Cricket Federation* to which the *Participant* is affiliated, with a full written copy of the findings and decisions of the *Anti-Corruption Tribunal* (including any sanctions imposed by the *Anti-Corruption Tribunal*) at the same time as such decision is provided to the *Participant* and prior to publicly announcing such decision.

5.2.3 The *Anti-Corruption Tribunal* shall have discretion to announce the substance of its decision to the parties (and the *ICC*) prior to the issue of the written reasoned decision referred to in Article 5.2.1 in cases where a *Provisional Suspension* has been imposed or where it otherwise deems appropriate. For the avoidance of doubt, however: (a) the *Anti-Corruption Tribunal* shall still be required to issue a written, reasoned decision in accordance with Article 5.2.1; and (b) the time to appeal pursuant to Article 7 shall not run until receipt of that written, reasoned decision. Notice of such decision will be provided the *ECB* to the *ICC* and, where applicable, the *National Cricket Federation* to which the *Participant* is affiliated, without unnecessary delay following the announcement.

5.2.4 The *Anti-Corruption Tribunal* has the power to make a costs order against any party to the hearing in respect of the costs of convening the *Anti-Corruption Tribunal* and of staging the hearing and/or in respect of the costs (legal, expert, travel, accommodation, translation or otherwise) incurred by the parties in relation to the proceedings where it deems fit (for example, but without limitation, where it considers that such party has acted spuriously, frivolously or otherwise in bad faith). If it does not exercise that power, the *ECB* shall pay the costs of convening the *Anti-Corruption Tribunal* and of staging the hearing, and each party shall bear its own costs (legal, expert, travel, accommodation, translation or otherwise).

5.2.5 Subject only to the rights of appeal under Article 7, the *Anti-Corruption Tribunal's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

ARTICLE 6 SANCTIONS

6.1 Where a breach of this *Anti-Corruption Code* is admitted by the *Participant* or upheld by the *Anti-Corruption Tribunal*, the *Anti-Corruption Tribunal* will be required to impose an appropriate sanction upon the *Participant* from the range of permissible sanctions described in Article 6.2. In order to determine the appropriate sanction that is to be imposed in each case, the *Anti-Corruption Tribunal* must first determine the relative seriousness of the offence, including identifying all relevant factors that it deems to:

6.1.1 aggravate the nature of the offence, including (without limitation):

6.1.1.1 a lack of remorse on the part of the *Participant*;

6.1.1.2 the *Participant's* bad previous disciplinary record (including where the *Participant* has previously been found guilty of another offence under the *Anti-Corruption Code* and/or any predecessor regulations of the *ECB* and/or the *ICC Anti-Corruption Code* and/or any anti-corruption rules of any other *National Cricket Federation*);

- 6.1.1.3 where the amount of any profits, winnings or other *Reward* directly or indirectly received by the *Participant* as a result of the offence(s) is substantial and/or where the sums of money otherwise involved in the offence(s) were substantial;
 - 6.1.1.4 where the offence substantially damaged (or had the potential to damage substantially) the commercial value and/or the public interest in the relevant *Match(es)*;
 - 6.1.1.5 where the offence affected (or had the potential to affect) the result of the relevant *Match(es)*;
 - 6.1.1.6 where the welfare of a *Participant* or any other person has been endangered as a result of the offence;
 - 6.1.1.7 where the offence involved more than one *Participant*; and/or
 - 6.1.1.8 any other aggravating factor(s) that the *Anti-Corruption Tribunal* considers relevant and appropriate.
- 6.1.2 mitigate the nature of the offence, including (without limitation):
- 6.1.2.1 any admission of guilt (the mitigating value of which may depend upon its timing);
 - 6.1.2.2 the *Participant's* good previous disciplinary record;
 - 6.1.2.3 the youth and/or lack of experience of the *Participant*;
 - 6.1.2.4 where the *Participant* renounced the attempt or agreement prior to it being discovered by a third party not involved in the attempt or agreement;
 - 6.1.2.5 where the *Participant* has cooperated with the *Designated Anti-Corruption Official* and any investigation or *Demand* carried out by him/her;
 - 6.1.2.6 where the offence did not substantially damage (or have the potential to substantially damage) the commercial value and/or the public interest in the relevant *Match(es)*;
 - 6.1.2.7 where the offence did not affect (or have the potential to affect) the result of the relevant *Match(es)*;
 - 6.1.2.8 where the *Participant* provides *Substantial Assistance* to the *ECB*, the *ICC*, any other *National Cricket Federation*, a criminal authority, or a professional disciplinary body;
 - 6.1.2.9 where the *Participant* has already suffered penalties under other laws and/or regulations for the same offence; and/or
 - 6.1.2.10 any other mitigating factor(s) that the *Anti-Corruption Tribunal* considers relevant and appropriate.
- 6.2 Having considered all of the factors described in Articles 6.1.1 and 6.1.2, the *Anti-Corruption Tribunal* shall then determine, in accordance with the following table (save where the *Anti-Corruption Tribunal* determines that exceptional circumstances apply, in which case (a) a shorter period of ineligibility may be imposed; and (b) the *Anti-Corruption Tribunal* shall provide details of such determination), what the appropriate sanction(s) should be:

ANTI-CORRUPTION CODE OFFENCE	RANGE OF PERMISSIBLE PERIOD OF INELIGIBILITY	ADDITIONAL DISCRETION TO IMPOSE A FINE
Article 2.1.1, 2.1.2, 2.1.3 or 2.1.4 (Corruption)	A minimum of five (5) years and a maximum of a lifetime.	In all cases, in addition to any period of <i>Ineligibility</i> , the <i>Anti-Corruption Tribunal</i> shall have the discretion to impose a fine on the <i>Participant</i> of such amount as it deems appropriate.
Article 2.2.1 or 2.2.2 (<i>Betting</i>)	A minimum of one (1) year and a maximum of five (5) years.	
Article 2.3.1 or 2.3.3 (as it relates to an offence under Article 2.3.1) (Misuse of Inside Information)	A minimum of one (1) year and a maximum of five (5) years.	
Article 2.3.2 or 2.3.3 (as it relates to an offence under Article 2.3.2) (Misuse of Inside Information)	Any period from zero up to a maximum of five (5) years.	
Articles 2.4 (Failure to Cooperate) and 2.5 (General)	Any period from zero up to a maximum of five (5) years.	

6.3 For the avoidance of doubt:

- 6.3.1** the *Anti-Corruption Tribunal* has no jurisdiction to adjust, reverse or amend the results of any *Match*, but it will have jurisdiction to adjust the consequences of the result of any *Match*, such as (by way of illustration only) imposing points deductions on the team that the guilty *Participant* represents;
- 6.3.2** where a *Participant* is found guilty of committing two offences under the *Anti-Corruption Code* in relation to the same incident or set of facts, then (save where ordered otherwise by the *Anti-Corruption Tribunal* for good cause shown) any multiple periods of *Ineligibility* imposed should run concurrently (and not cumulatively);
- 6.3.3** where a fine and/or costs award is imposed against a *Participant*, such fine and/or costs award must be paid: (a) by the *Participant* (and not, unless the *ECB* agrees, by any other third party, including a *National Cricket Federation*); (b) directly to the *ECB* no later (subject to Article 6.7) than one (1) calendar month following receipt of the decision imposing the fine.
- 6.4** Any period of *Ineligibility* imposed on a *Participant* shall commence on the date that the decision imposing the period of *Ineligibility* is issued; provided that any period of *Provisional Suspension* served by the *Participant* shall be credited against the total period of *Ineligibility* to be served.
- 6.5** No *Participant* who has been declared *Ineligible* may, during the period of *Ineligibility*, play, coach, officiate or otherwise participate or be involved in any capacity in any *Match* or other kind of function, event or activity (other than authorised anti-corruption education or rehabilitation programs) that is authorised, organised, sanctioned, recognised or supported in any way by the *ECB*, the *ICC*, any other *National Cricket Federation* or any member under the jurisdiction of a *National Cricket Federation*, or receive accreditation to provide media or other services at any official venue or *Match*. The *ICC* and other *National Cricket Federations* shall take all reasonable steps within their powers to give effect to this Article 6.5 to the extent that they have the jurisdiction, power or ability to do so.
- 6.6** A *Participant* who is subject to a period of *Ineligibility* shall remain subject to this *Anti-Corruption Code* and the anti-corruption rules of all *National Cricket Federations* during that period. If a *Participant* commits *Corrupt Conduct* during a period of *Ineligibility*, this shall be treated as a separate offence and new proceedings will be brought pursuant to Article 4.6 of this *Anti-Corruption Code* or under the anti-corruption rules of the relevant *National Cricket Federation*, as applicable.

- 6.7 Once any period of *Ineligibility* has expired, the *Participant* will automatically become re-eligible to participate or be otherwise involved in *Matches* provided that he/she has first: (a) completed an official anti-corruption education session to the reasonable satisfaction of the *Designated Anti-Corruption Official*; (b) agreed to subject him/herself to such additional reasonable and proportionate monitoring procedures and requirements as the *Designated Anti-Corruption Official* may reasonably consider necessary given the nature and scope of the offence committed; and (c) satisfied in full any fine and/or award of costs made against him/her by any *Anti-Corruption Tribunal* or *SRUK*. However, the *ECB* will consider any request from any *Participant*, on the grounds of financial hardship, to make the payment of such fines and/or costs over a prolonged period of time. Should any fine and/or costs award (or agreed part-payment or instalment thereof) not be paid to the *ECB* within such deadline or by the time of the next agreed payment date, then, unless the *ECB* agrees otherwise, the *Participant* may not play, coach or otherwise participate or be involved in any capacity in any *Match* until such payment has been satisfied in full.
- 6.8 The Chairman of the *Anti-Corruption Tribunal* which has imposed a period of *Ineligibility* on a *Participant* (or if such Chairman is unavailable, the Chairman of the *CDC* or his/her designee) shall have discretion to permit such *Participant* to participate or otherwise be involved in *Matches* at or below the level of *Domestic Matches* at any time prior to the end of that period of *Ineligibility* where:
- 6.8.1 such *Participant* has made such a request in writing to the *Designated Anti-Corruption Official* at any time after the conclusion of any applicable appeal proceedings or no earlier than six months after the decision of the *Anti-Corruption Tribunal* (whichever is later); and
- 6.8.2 in the opinion of the Chairman of the *Anti-Corruption Tribunal* which has imposed a period of *Ineligibility* on a *Participant* (or if such person is unavailable, the Chairman of the *CDC* (or his/her designee)) the early reinstatement of such eligibility is warranted by the conduct of the *Participant* since the period of *Ineligibility* was imposed, taking into account such factors as such Chairman (or designee) in his absolute discretion considers appropriate and given the underlying objectives of this *Anti-Corruption Code*. Such factors may include (without limitation) the fact and timing of any expressions of apology, remorse and/or contrition by the *Participant*, the *Participant's* cooperation with official *ECB*, *PCA* or other education programmes, and/or the *Participant's* full disclosure of any and all information known to the *Participant* that may be helpful to the *Designated Anti-Corruption Official* in enforcing the *Anti-Corruption Code* or in otherwise furthering its objectives. For the avoidance of doubt, the Chairman of the *Anti-Corruption Tribunal* or the Chairman of the *CDC* (as applicable) shall not in any circumstances have discretion to reinstate the *Participant's* eligibility to participate or otherwise be involved in *International Matches* prior to the end of the period of *Ineligibility*.

ARTICLE 7 APPEALS

- 7.1 The following decisions made under this *Anti-Corruption Code* may be challenged by the *Designated Anti-Corruption Official* or the *Participant* who is the subject of the decision (as applicable) solely and exclusively by appeal to *SRUK* as set out in this Article 7:
- 7.1.1 a decision by the Chairman of the *CDC* (of his/her designee) not to lift a *Provisional Suspension*;
- 7.1.2 a decision that a charge of breach of this *Anti-Corruption Code* should be dismissed for procedural or jurisdictional reasons;
- 7.1.3 a decision that an offence under this *Anti-Corruption Code* has (or has not) been committed; and/or
- 7.1.4 a decision to impose (or not to impose) sanctions, including the appropriateness of any sanction imposed for an offence under this *Anti-Corruption Code*.

- 7.2 For the avoidance of any doubt, no party shall have any right of appeal against (a) an *Agreed Sanction* imposed pursuant to Article 5.1.12; or (b) decisions by the applicable Chairman made pursuant to Article 6.8.
- 7.3 Decisions being appealed shall remain in effect and binding pending resolution of the appeal.
- 7.4 The deadline for filing an appeal to *SRUK* shall be twenty-one (21) days from the date of receipt of the written reasoned decision by the appealing party. To be a valid filing under this Article, a copy of an appeal must also be served on the same day on the other party to the proceedings.
- 7.5 In all appeals to *SRUK* pursuant to this Article 7:
- 7.5.1 *SRUK's* Appeal Arbitration Procedure and accompanying Rules shall apply, save as amended below. The place of arbitration shall be London and the language of the arbitration shall be English.
- 7.5.2 Where required in order to do justice (for example to cure procedural errors at the first instance hearing), the appeal shall take the form of a re-hearing *de novo* of the issues raised by the case. In all other cases, the appeal shall not take the form of a *de novo* hearing but instead shall be limited to a consideration of whether the decision being appealed was "Wednesbury unreasonable".
- 7.5.3 The governing law shall be English law.
- 7.5.4 The decision of *SRUK* on the appeal shall be final and binding on all parties, and no right of appeal shall lie from the *SRUK* decision.

ARTICLE 8 PUBLIC DISCLOSURE AND CONFIDENTIALITY

- 8.1 Save in exceptional circumstances where the *ECB* (acting reasonably) deems it necessary for the purposes of protecting the integrity of the sport and/or any of its *Participants* (for example in circumstances where there is significant damaging and/or incorrect media speculation), neither the *ECB*, the *ICC* nor any other *National Cricket Federation* shall publicly identify any *Participant* who is being investigated or is alleged to have committed an offence under this *Anti-Corruption Code* until he/she has been formally charged pursuant to Article 4.6, at which point it shall be entitled to publicly announce the name of the *Participant* charged and the offences with which he/she has been charged. Thereafter, the *ECB* will not comment publicly on the specific facts of a pending case except in response to public comments made by (or on behalf of) the *Participant* involved in the case or his/her representatives or where otherwise necessary to preserve the public's confidence in the ability of the *ECB* and/or *ICC* and/or other *National Cricket Federations* to fight corruption in the sport.
- 8.2 Once the *Anti-Corruption Tribunal* has issued its decision in respect of any charges brought under the *Anti-Corruption Code*:
- 8.2.1 If the decision is that an offence has been committed: (a) the decision may, at the discretion of the *ECB*, be publicly reported in full as soon as possible; and (b) after the decision is publicly reported, the *ECB* may also publish such other parts of the proceedings before the *Anti-Corruption Tribunal* as the *ECB* thinks fit.
- 8.2.2 If the decision exonerates the *Participant*, then the decision may be publicly reported only with the consent of the *Participant*. The *ECB* shall use reasonable efforts to obtain such consent, and (if consent is obtained) shall publicly disclose the decision in its entirety or in such redacted form as the *Participant* may approve.
- 8.3 The *ECB* shall use its reasonable endeavours to ensure that persons under its control do not publicly identify *Participants* who are alleged to have committed an offence under this *Anti-Corruption Code* other than in accordance with Articles 8.1 and 8.2. However, the *ECB* in

its discretion may at any time disclose to other organisations such information as the *ECB* may consider necessary or appropriate to facilitate administration or enforcement of the *Anti-Corruption Code*, provided that each organisation provides assurance satisfactory to the *ECB* that the organisation will maintain all such information in confidence.

ARTICLE 9 RECOGNITION OF DECISIONS

- 9.1 The *ICC* and all *National Cricket Federations* shall comply with this *Anti-Corruption Code* and take all necessary and reasonable steps within their powers to recognise, enforce, extend and give effect to all decisions taken and *Provisional Suspensions* and sanctions imposed under this *Anti-Corruption Code* within their own respective jurisdictions, without the need for further formality. This shall include (without limitation), where it has the jurisdiction to do so, requiring the organisers of any *Matches*, tournaments or other events sanctioned by the *ICC* and/or the other *National Cricket Federation* (as applicable) to recognise and give effect to such decisions and *Provisional Suspensions* and sanctions.
- 9.2 Decisions made and *Provisional Suspensions* and sanctions imposed under the *ICC Anti-Corruption Code* or the anti-corruption rules of other *National Cricket Federations* shall be recognised, enforced, extended and given effect to within their respective jurisdictions by the *ECB* automatically upon receipt of notice of the same, without the need for further formality. This shall include (without limitation), where the *ECB* has the jurisdiction to do so, requiring the organisers of any *Matches*, tournaments or other events approved by the *ECB* to recognise and give effect to such decisions and *Provisional Suspensions* and sanctions.

ARTICLE 10 STATUTE OF LIMITATIONS

- 10.1 No action may be commenced under the *Anti-Corruption Code* against a *Participant* for an offence under the *Anti-Corruption Code* more than ten years after the date that the offence occurred.
- 10.2 Subject strictly to Article 10.1, the *ECB* has the right (but no obligation) to suspend investigations temporarily under this *Anti-Corruption Code* to avoid prejudice to, and/or to give precedence to, investigations conducted by other relevant authorities into the same or related matters.

ARTICLE 11 AMENDMENT AND INTERPRETATION OF THE ANTI-CORRUPTION CODE

- 11.1 The *Anti-Corruption Code* may be amended from time to time by the *ECB*, with such amendments coming into effect on the date specified by the *ECB*.
- 11.2 The headings used for the various Articles of this *Anti-Corruption Code* are for the purpose of guidance only and shall not be deemed to be part of the substance of this *Anti-Corruption Code* or to inform or affect in any way the language of the provisions to which they refer.
- 11.3 This *Anti-Corruption Code* shall come into full force and effect on 1 March 2018 (the “**Effective Date**”). It shall not operate to disturb any decisions and/or sanctions previously made under predecessor versions of this *Anti-Corruption Code* or anti-corruption or other relevant rules of *ECB*, nor shall it apply retrospectively to matters pending before the *Effective Date*; provided, however, that any case pending prior to the *Effective Date*, or brought after the *Effective Date* but based on acts or omissions that occurred before the *Effective Date*, shall be governed, as to applicable sanctions and offences, by the relevant predecessor version of this *Anti-Corruption Code* in force at the time of the alleged offence (subject to any application of the principle of *lex mitior* by the hearing panel determining the case) and shall be governed, as to procedure, by this *Anti-Corruption Code*.
- 11.4 If any Article or provision of this *Anti-Corruption Code* is ruled to be invalid, unenforceable or illegal for any reason, it shall be deemed deleted, and this *Anti-Corruption Code* shall remain otherwise in full force and effect.

11.5 This *Anti-Corruption Code* is governed by and shall be construed in accordance with English law. Strictly without prejudice to the arbitration agreement set out in Articles 1.3, 5 and 7, the English courts shall have exclusive jurisdiction to issue relief in aid of that arbitration agreement and/or to hear and determine challenges to any decision issued by the *Anti-Corruption Tribunal* and/or *SRUK*.

APPENDIX 1 – DEFINITIONS

Anti-Corruption Code. This Anti-Corruption Code promulgated by the ECB on the *Effective Date*.

Agreed Sanction. As defined in Article 5.1.12.

Anti-Corruption Tribunal. A panel of three persons (subject to Article 5.1.6) appointed by the Chairman of the *CDC* (or his/her designee), to perform the functions assigned to the *Anti-Corruption Tribunal* under this *Anti-Corruption Code*. The *ECB* may provide reasonable compensation and reimbursement of expenses to such members.

Associate Member. Any *National Cricket Federation* with associate member status of the *ICC*.

Bet. Any wager, bet or other form of financial speculation.

CDC. The Cricket Discipline Commission of the *ECB*.

Competition. Any cricket competition or tournament which is comprised of two or more Matches.

Corrupt Conduct. Any act or omission that would amount to an offence under Article 2 of this *Anti-Corruption Code* or the equivalent provisions of the *ICC Anti-Corruption Code* or the anti-corruption rules of any other *National Cricket Federation*.

Demand. As defined in Article 4.3.

Designated Anti-Corruption Official. The person appointed by the *ECB* to fulfil the duties set out in this *Anti-Corruption Code* (and shall include his/her designee(s) from time to time).

Domestic Match. Any 'First-Class Match', 'List A Limited Overs Match', 'List A Twenty20 Match', or 'Competitive Women's Cricket Match' played under the jurisdiction of the *ECB* and/or classified as Official Cricket by the *ECB* as those terms are defined in the *ICC Classification of Official Cricket* (as amended from time to time) and including without limitation for these purposes: (a) any match between any of the *MCC Universities* and a first class county; and (b) any match authorised by the *ECB's Unauthorised Matches Committee* pursuant to the *ECB Cricket Events Regulations*.

Effective Date. As defined in Article 11.3.

End Date. As defined in Article 1.7.

Full Member. Any *National Cricket Federation* with full member status of the *ICC*.

ICC. The International Cricket Council or its designee.

ICC Anti-Corruption Code. The anti-corruption code of the *ICC* (as amended from time to time).

ICC Events. Each of the following: (a) the *ICC Cricket World Cup*; (b) the *ICC World Twenty20*; (c) the *ICC Champions Trophy*; (d) the *ICC World Cricket League Divisions 1-8* (inclusive), and any regional qualifying events thereto; (e) the *ICC Women's Cricket World Cup*; (f) the *ICC Under 19 Cricket World Cup*; (g) the *ICC World Cup Qualifying Tournament*; (h) the *ICC Women's Cricket World Cup Qualifying Tournament*, and any regional qualifying events thereto; (i) the *ICC World Twenty20 Qualifying Tournament*; (j) the *ICC Under 19 Cricket World Cup Qualifying Tournament*, and any regional

qualifying events thereto; (k) the ICC Intercontinental Cup and Shield; and (l) any other event organised or sanctioned by the ICC from time to time to which the ICC deems it appropriate that the ICC Anti-Corruption Code should apply.

Ineligibility. The Participant being barred for a specified period of time from participation in the sport of cricket, as set out more specifically in Article 6.5.

Inside Information. Any information relating to any Match that a Participant possesses by virtue of his/her position within the sport. Such information includes, but is not limited to, factual information regarding the competitors in the Match, the conditions, tactical considerations or any other aspect of the Match, but does not include any such information that is already published or a matter of public record, that may be readily acquired by an interested member of the public, or that has been disclosed according to the rules and regulations governing the relevant Match.

International Match. Each of the following (in men's and women's cricket): (a) any Test Match, One Day International Match or Twenty20 International Match; (b) any Match played as part of an ICC Event; (c) any International Tour Match; and (d) any other Match organised or sanctioned by the ICC from time to time to which the ICC deems it appropriate that the ICC Anti-Corruption Code should apply.

International Tour Match. Any Match played between a representative team of a Full Member (or Associate Member with Test and/or ODI or T20I Status) or women's representative team of an ICC Member which is ranked in the top 10 of the ICC women's rankings and any domestic, guest or invitational team.

Match. A cricket match of any format and duration in length in which two cricket teams compete against each other, including but not limited to International Matches, Domestic Matches and NCF Domestic Matches.

Mobile Device. Any portable device (including, without limitation, a personal digital assistant (PDA), mobile phone, tablet computer or smartwatch) which is capable of connecting to or using any mobile telecommunications technology to enable or facilitate transmission of textual material, data, voice, video or multimedia services.

National Cricket Federation. A national or regional entity which is a member of or is recognised by the ICC as the entity governing the sport of cricket in a country (or collective group of countries associated for cricket purposes).

NCF Domestic Match. Any 'First-Class Match', 'List A Limited Overs Match', 'List A Twenty20 Match', or 'Competitive Women's Cricket Match', as those terms are defined in the ICC Classification of Official Cricket (as amended from time to time) which is played under the jurisdiction of a National Cricket Federation other than the ECB.

Notice of Charge. As defined in Article 4.6.

One Day International Match. As defined by Section 33 (ICC Classification of Official Cricket) of the ICC's Operating Manual.

Participant.

- (i) any ECB-registered cricketer and any cricketer who (a) is selected (or who has been selected in the preceding twenty-four (24) months) to participate in a Domestic Match for any playing or touring club, team or squad that is a member of, affiliated to, or otherwise falls within the jurisdiction of ECB and/or (b) is subject to an unexpired period of Ineligibility imposed on him/her pursuant to this Anti-Corruption Code and/or the ICC Anti-Corruption Code and/or any anti-corruption rules of any other National Cricket Federation; and

- (ii) any ECB or PCA director, officer or employee, ECB-registered agent, or any director, officer, executive committee member (or equivalent), coach, trainer, manager, selector, team owner or official, doctor, physiotherapist, umpire or any other person who (a) is employed by, represents or is otherwise contracted, affiliated or provides cricket-related services to (or who has been employed by, represented or been otherwise contracted, affiliated or has provided cricket-related services to in the preceding twenty-four (24) months) the ECB, a playing or touring club (or any group company thereof), team or squad that is a member of, affiliated to, or otherwise falls within the jurisdiction of ECB and that participates in Domestic Matches from time to time and/or (b) is subject to an unexpired period of *Ineligibility* imposed on him/her pursuant to this Anti-Corruption Code and/or the ICC Anti-Corruption Code and/or any anti-corruption rules of any other National Cricket Federation.

PCA. The Professional Cricketers Association.

Provisional Hearing. For purposes of Article 4.7, an expedited abbreviated hearing before the Chairman of the CDC (or his/her designee) (sitting alone) that provides the *Participant* with notice and an opportunity to be heard in either written or oral form on whether or not the *Provisional Suspension* imposed on him/her should be lifted.

Provisional Suspension. The *Participant* being temporarily barred from participating in the sport of cricket pending determination of a charge that he/she has committed an offence under this *Anti-Corruption Code*, as set out more specifically in Article 4.7.

Reward. A person acts “for *Reward*” if he/she arranges or agrees that he/she or some other third party will receive any direct or indirect financial or other benefit for that act (other than official prize money and/or contracted payments under playing, service, endorsement, sponsorship or other such similar contracts), and the term “*Reward*” shall be construed accordingly.

SRUK. Sport Resolutions (UK) of 1 Salisbury Square, London EC4Y 8AE.

Substantial Assistance. To qualify as *Substantial Assistance* for purposes of Article 6.1.2, a *Participant* must: (a) fully disclose in a signed witness statement all information that he/she possesses in relation to offences under the *Anti-Corruption Code* and/or that the *Designated Anti-Corruption Official* reasonably considers may be helpful to it in its enforcement of this *Anti-Corruption Code*; and (b) reasonably cooperate upon request by the ECB, the ICC or any criminal or regulatory authority with the investigation and adjudication of any case related to that information, including (for example) presenting truthful testimony at a hearing if requested to do so.

Test Match. As defined by Section 33 (ICC Classification of Official Cricket) of the ICC’s *Operating Manual*.

Twenty20 International Match. As defined by Section 33 (ICC Classification of Official Cricket) of the ICC’s *Operating Manual*.

England and Wales Cricket Board

Minimum Standards for Players' and Match Officials' Areas

For information regarding the Minimum Standards for Players' and Match Officials' Areas, please contact:

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ENGLAND AND WALES CRICKET BOARD MINIMUM STANDARDS FOR PLAYERS' AND MATCH OFFICIALS' AREAS

For the purposes of these Minimum Standards, defined terms set out in Appendix 1 of the ECB Anti-Corruption Code shall apply and in addition, those set out below:

CDC Chairman: means the Chairman of the CDC from time to time (or, in any given case, his nominee).

ECB Anti-Corruption Manager: means the individual appointed by the ECB from time to time to manage the provision of anti-corruption services at all Relevant Matches.

ECB Anti-Corruption Official: means the individual(s) appointed by the ECB from time to time to provide anti-corruption services and be present at, all Relevant Matches.

ECB Cricket Liaison Officer (CLO): means the ECB appointed official with responsibility for cricket operational liaison and present at any Relevant Match.

ECB Match Liaison Manager: means the ECB appointee who is the primary contact in the lead-up to and during each Relevant Match for venue executives, broadcasters, Umpires, the ECB Anti-Corruption Manager and the ECB Anti-Corruption Official and who facilitates communications between all such personnel.

ECB Umpires' Manager: means the person appointed as such by the ECB.

First Class County: means each first class county cricket club (as listed in Schedule B of the ECB's articles of association) and, for the purposes of these Minimum Standards, the Marylebone Cricket Club.

Head Coach: means any head coach, team manager or director of cricket at a First Class County or Women's Cricket Super League Team.

Internet: means the global communications system of computer networks accessible by the public whether wirelessly or through a cable feed, which interconnect, either directly or indirectly, individual computers and/or networks by accessing, among others, the worldwide web and derivative URL addresses.

Match Official: means any Umpire, CLO and any technical expert appointed by the ECB to provide technological support to the Umpires from time to time.

Mobile Device: means any portable device (including, without limitation, a personal digital assistant (PDA), mobile phone, tablet computer or smartwatch) which is capable of connecting to or using any mobile telecommunications technology to enable or facilitate transmission of textual material, data, voice, video or multimedia services.

Player: means any ECB-registered or other cricketer playing in a Relevant Match.

PMQA: means as defined in Article 2.1 below.

Relevant Match: means any domestic televised "List A Limited Overs Match" or domestic televised "List A Twenty20 Match" or any domestic televised "Competitive Women's Cricket" Limited Overs or Twenty20 Match (each as defined in the ICC Classification of Official Cricket), any England women's international match played in England and Wales or any other match designated by the ECB.

Third Umpire: means the Umpire not on the field who is responsible for supporting the on-field Umpires with television replay decisions.

Umpire: means any umpire (including any on-field umpire, television umpire, Third Umpire or fourth umpire) who is appointed by the ECB to officiate at any Relevant Match or any reserve list umpire who is shadowing another umpire at a Relevant Match at the ECB's request.

Women's Cricket Super League Team: means each team participating in the Women's Cricket Super League.

ARTICLE 1 INTRODUCTION, SCOPE AND APPLICATION

- 1.1 The ECB has adopted these Minimum Standards in support of the ECB Anti-Corruption Code and the fundamental sporting imperatives which that Code is designed to address. In particular, the Minimum Standards seek to combat mobile communication technology and increasing sophistication in the methods by which betting takes place on cricket matches, by restricting to the greatest extent possible all methods of communication between Participants with all third parties from two hours before the scheduled start time of each Relevant Match (or such time as otherwise directed by the ECB Anti-Corruption Official present at the Relevant Match) until such time after the Relevant Match as directed by the ECB Anti-Corruption Official present at the Relevant Match.
- 1.2 All First Class Counties, Women's Cricket Super League Teams and Participants: (a) are automatically bound by and required to comply with all of the provisions of these Minimum Standards; and (b) agree to submit to the authority of the ECB Anti-Corruption Manager, the ECB Anti-Corruption Official and the CDC Chairman to adopt, apply, monitor and enforce these Minimum Standards.
- 1.3 For the avoidance of any doubt, nothing in these Minimum Standards is intended to limit the responsibilities of any First Class County, Women's Cricket Super League Team or Participant under the ECB Anti-Corruption Code or any other ECB regulations that may apply from time to time.
- 1.4 These Minimum Standards shall come into full force and effect on 1st March 2018.

ARTICLE 2 ACCESS TO THE PLAYERS' AND MATCH OFFICIALS' AREA ("PMOA")

- 2.1 At each Relevant Match, the PMOA shall comprise the following areas:
 - 2.1.1 each of the team dressing rooms (including any medical or other similar rooms that may be accessed from within the dressing room) that are used by the teams participating in the Relevant Match;
 - 2.1.2 each of the dressing rooms and operational rooms (including any medical or other similar rooms that may be accessed from within the dressing room) that are used by the Match Officials in the Relevant Match;
 - 2.1.3 each of the match viewing areas (whether internal or external, including any 'dug-out' area) used by the teams participating in the Relevant Match;
 - 2.1.4 the dining area(s) used by the Participants during and after the Relevant Match; and
 - 2.1.5 all other areas that the ECB Anti-Corruption Official determines should be included, such determination to be entirely at his/her discretion.
- 2.2 In relation to each Relevant Match, unless otherwise agreed in advance by the ECB Anti-Corruption Official, the host First Class County or Women's Cricket Super League Team must for the period that these Minimum Standards apply (as set out in Article 1.1 above):
 - 2.2.1 ensure that there are no static / landline (or other) telephone communication devices within the PMOA on the day of a Relevant Match;
 - 2.2.2 adopt and implement the ECB accreditation system that enables access to the PMOA to be strictly and easily controlled and monitored by the ECB Anti-Corruption Official and/ or such other members of the security or stewarding team appointed for such purpose. Such accreditation system must include, at a minimum, the use of accreditation passes that bear a clear and easily identifiable photograph and the name of the individual to whom such pass has been issued;

- 2.2.3 provide adequate security at each entrance to the PMOA at all times;
- 2.2.4 ensure that each of the members of the venue stewarding / security team allocated to be on duty pursuant to Article 2.2.3, above:
- (a) has sufficient skill and experience to control and, wherever necessary, prevent entry to the PMOA from time to time;
 - (b) is thoroughly briefed, in advance, by an appropriate representative of the host First Class County or Women's Cricket Super League Team (and, where considered necessary, by the ECB Anti-Corruption Official) about what they are required to do in order to satisfactorily perform their duties in this regard;
 - (c) is provided with appropriate identification so as to make him/her instantly recognisable as a member of the security or stewarding team; and
 - (d) will ensure that the rules regarding the display of accreditation passes for the PMOA (as described in Article 3 below) are strictly adhered to at all times.
- 2.2.5 issue, reasonably in advance of each Relevant Match, all accreditation passes permitting access to the PMOA to each of the relevant Participants;
- 2.2.6 maintain a comprehensive and up-to-date list of all individuals to whom such passes have been, or will be, issued and provide, on request, a copy of such list to the ECB Anti-Corruption Official at least forty-eight (48) hours before the commencement of the Relevant Match;
- 2.2.7 refer any additional requests for accreditation from time to time to the ECB Anti-Corruption Official for his/her consideration and approval;
- 2.2.8 provide a fixed photograph board in the ECB-stipulated format at each entrance to the PMOA that bears a duplicate photograph of each person to whom accreditation passes for access to the PMOA have been issued pursuant to Articles 2.2.5 and 2.2.6 above, and a copy of the type of accreditation pass(es) that allows entry to the PMOA;
- 2.2.9 install CCTV covering all access points to each of the team dressing rooms and ensure that such footage is copied at the end of a day's play to a hard-drive or any other similar portable storage device. The host First Class County or Women's Cricket Super League Team shall ensure that it retains a copy of such footage for a period of twelve (12) months from the date of the Relevant Match in question and shall provide a copy to the ECB Anti-Corruption Manager on request and without undue delay at any time during such twelve (12) month period;
- 2.2.10 ensure that there are no fixed or temporary video cameras or other recording equipment set up within any dressing room or adjoining medical or other similar room that may be accessed from within the dressing room used by the teams or Match Officials for the purposes of broadcasting video or audio footage therefrom;

GUIDANCE NOTE: *As an exception to the strict prohibition in Article 2.2.10, a static, vision-only video camera may be set up within the PMOA provided that the following safeguards are implemented at all times: (a) any intention to include such a camera must be communicated reasonably in advance to the ECB Anti-Corruption Manager; (b) the camera must be static, wall-mounted and have any audio-recording capability disabled; (c) the ECB Anti-Corruption Official must be advised of the proposed time for such installation, so that he can be present if he considers necessary; (d) the lens cap on the camera must be securely locked at all times, with the Head Coach being the only person authorised to remove the lens cap; (e) the camera can only record for the period during which the lens cap is removed and for a maximum of two minutes; and (f)*

the ECB Anti-Corruption Official must be advised of the proposed time for removal of the lens cap, which can only be prior to a team taking the field for any of its batting or fielding innings, and must be present during its recording period.

- 2.2.11 provide a safe and secure locker (or other similar storage facility), into which all Participants (subject to the limited exceptions set out herein) must deposit any Mobile Device prior to entering the PMOA; and
 - 2.2.12 provide a safe and secure locker (or other similar storage facility), into which all temporary visitors (including ECB, First Class County and Women's Cricket Super League Team staff) to the PMOA must deposit any Mobile Device prior to entering the PMOA, together with a logbook facility that allows such storage to be accurately recorded and monitored.
- 2.3 In relation to each Relevant Match, the Third Umpire must:
- 2.3.1 check whether there are any static / landline (or other) telephone communication devices within the operational room(s) used by any Umpire and, where any exist, immediately report the same to the ECB Anti-Corruption Official;
 - 2.3.2 check whether there are any fixed or temporary video cameras set up within the operational room(s) used by any Umpire and, where any exist, immediately report the same to the ECB Anti-Corruption Official;
 - 2.3.3 ensure that the rules regarding the display of accreditation passes for the PMOA (as described in Article 3, below) are strictly adhered to by the Umpires at all times; and
 - 2.3.4 implement a protocol pursuant to which all Mobile Devices must be (a) collected from all other Umpires prior to their entry to the PMOA on the day of a Relevant Match; and (b) safely and securely stored with the host First Class County or Women's Cricket Super League Team during that Relevant Match until such time as those Mobile Devices can be returned in accordance with these Minimum Standards.

ARTICLE 3 DISPLAY OF ACCREDITATION PASSES INSIDE THE PMOA

3.1 Information Principles:

- 3.1.1 As a general rule, access to the PMOA will be restricted only to those individuals whose presence in that area is absolutely essential for operational purposes. Obviously this would include Players, Match Officials and the ECB Anti-Corruption Official, but it also includes certain other Participants such as members of the team coaching staff, medical and physiotherapy staff, team statistician, kit/baggage man, team liaison officer, team media manager and team security manager. Each Head Coach is required to certify to the ECB Anti-Corruption Official that each Participant to whom accreditation is granted has the necessary skills to perform their designated role, for example as physiotherapist or media manager, and that their presence in the PMOA is absolutely essential for operational purposes.
- 3.1.2 In certain circumstances, temporary 'visitor' accreditation may also need to be issued by the ECB Anti-Corruption Official to any other individuals who may need access to the PMOA from time to time for operational reasons, including, for example, ECB and First Class County or Women's Cricket Super League Team staff and members of the venue's security, cleaning or catering staff. Such temporary accreditation can only be provided by the ECB Anti-Corruption Official, who may impose such conditions on the accreditation (including for specific time periods or areas etc) as he/she deems reasonable and appropriate in the circumstances.

3.1.3 For the avoidance of doubt, and except as described in Article 3.2, below, no individual, irrespective of their identity, job, role or responsibility, will be allowed to enter, or remain within, the PMOA without displaying an official or 'visitor' accreditation pass.

3.2 Participants:

3.2.1 All Participants must display their PMOA accreditation passes prior to their first entry into the PMOA on the day of a Relevant Match.

3.2.2 Once they have complied with Article 3.2.1, all Participants do not need to continue to display or carry their PMOA accreditation passes so long as they remain at all times within either the PMOA, the nets, practice area or field of play.

3.3 Temporary 'visitors' to the PMOA:

3.3.1 All temporary visitors must display their PMOA temporary 'visitor' accreditation passes whenever they enter or leave the PMOA.

3.3.2 All temporary visitors must carry their PMOA temporary 'visitor' accreditation passes at all times whilst they remain within the PMOA.

ARTICLE 4 USE OF COMMUNICATION DEVICES IN THE PMOA

4.1 Subject strictly to the exceptions set out in Article 4.2, the following prohibitions shall apply whilst the Minimum Standards are in force as set out in Article 1.1 above:

4.1.1 no person shall be allowed to use and/or carry any Mobile Device for any reason whatsoever, whether to access the Internet or otherwise, in the PMOA;

4.1.2 no person shall be allowed to use and/or carry, any laptop computer (or any other similar communication device) for any reason whatsoever, whether to access the Internet or otherwise, in the PMOA; and

4.1.3 no person shall be allowed to use any static / landline (or similar) telephone capable of making calls from inside or receiving calls from outside the PMOA.

4.2 Unless otherwise agreed by the ECB Anti-Corruption Official in advance, the only exceptions to the above prohibitions are:

4.2.1 each Head Coach shall be permitted to carry a Mobile Device within the PMOA, provided that it can only be used either: (a) by him/her for cricket operations purposes; and/or (b) by any Participant for any important personal matter, provided that the Head Coach has given his express permission to the Participant before such use;

4.2.2 each team media manager shall be permitted to carry a Mobile Device within the PMOA but any such device must be turned onto silent mode at all times whilst such individual is in the PMOA and must not be used for any purpose inside the PMOA;

4.2.3 each team security manager shall be permitted to carry a Mobile Device within the PMOA but any such device must be turned on to silent mode at all times whilst such individual is in the PMOA and must not be used for any purpose, either inside or outside the PMOA at the venue, other than in the case of a security emergency;

4.2.4 the host First Class County or Women's Cricket Super League Team shall be permitted to take safe custody all of the Mobile Devices that may have been collected from all Umpires (other than the Third Umpire) pursuant to Article 2.3.4 above;

- 4.2.5 the ECB Match Liaison Manager will be permitted to carry a Mobile Device within the PMOA but any such device must be turned on to silent mode at all times whilst such individual is in the PMOA and must not be used for any purpose within the PMOA, except for cricket operations purposes of a logistical or administrative nature related to any Relevant Match.
- 4.2.6 each Head Coach shall also be permitted to carry and use a laptop computer (or any other similar communication device), whether to access the Internet or otherwise, within the PMOA, provided that it is used only by him/her and only for cricket operations purposes of a logistical or administrative nature related to any Relevant Match or series of Relevant Matches;

GUIDANCE NOTE: *For the avoidance of doubt, any Head Coach who uses his/her laptop computer (or any other similar communication device) other than for cricket operations purposes of a logistical or administrative nature (for example, for personal use) shall automatically be in breach of Article 4.2.6. As a permitted exception to this prohibition, the Head Coach may, at any time during a relevant Match, receive, access and disseminate to relevant Players and other Participants, information of an analytical nature that has been developed outside of the PMOA (whether within the venue or further afield) and which relates exclusively to the performance of any individual Player or team participating in the Relevant Match in question, provided at all times that: (a) such information must be received only from an individual whose identity has been pre-approved by, and whose full contact details have been provided to, the ECB Anti-Corruption Official in advance; and (b) copies of all communication exchanges between the Head Coach and any such identified third party in relation to such matters must be provided in full to the ECB Anti-Corruption Official upon request.*

- 4.2.7 Other Participants (excluding Players), whose identity must be approved in advance by the ECB Anti-Corruption Official, shall be permitted to carry and use a laptop computer (or any other similar communication device) within the PMOA, provided that: (a) it is used only by the identified individual and only for cricket operations purposes; (b) it may not be used to access the Internet at any time until the final ball in the day's play has been delivered; and (c) the ECB Anti-Corruption Official shall have absolute discretion to direct that the laptop computer (or any other similar communication device) be used only in a specific area or location within the PMOA.

GUIDANCE NOTE: *Nothing in Articles 4.2.6 or 4.2.7 shall prevent a Participant being able to view the screen of a laptop computer that is being used by the Head Coach or other permitted Participant, provided that his/her viewing of the laptop: (a) is carried out at all times in the company of the Head Coach or other permitted Participant; and (b) is for cricket operations purposes only.*

- 4.2.8 the Third Umpire and CLO shall be permitted to carry a Mobile Device within the PMOA, provided that it is used either: (a) by him/her for cricket operations purposes only; and/or (b) by any Match Official for any important personal matter only, provided that the ECB Anti-Corruption Official has given his/her express permission to the Match Official before such use; and
- 4.2.9 the Third Umpire and CLO shall be permitted to carry and use a laptop computer (or any other similar device), whether to access the Internet or otherwise, within the PMOA, provided that it is used only by him/her and only for cricket operations purposes; and
- 4.2.10 each Participant shall be permitted to wear any smartwatch or similar device within the PMOA purely for medical or fitness tracking purposes, provided that the phone or other device to which it connects is turned off and the smartwatch is unable to receive or send any communications or data.

- 4.3 For the avoidance of doubt, none of the foregoing provisions shall operate to prevent:
- 4.3.1 the use of two-way handheld device that uses dedicated frequencies over short distances (i.e. a 'walkie-talkie') by relevant Participants for the purpose of communication between the pitch and dressing room area for medical and/or tactical reasons only;
 - 4.3.2 the use of electronic communication devices between on and off-field Match Officials in accordance with the relevant playing conditions and/or any other communication protocols (for example in relation to the use of television replays for decisions as may be required from time to time); and/or
 - 4.3.3 the wearing of microphones by a Player in a Relevant Match, provided that such use is for the purposes of providing commentary to a television broadcast only and that it complies with any official regulations that may be in force governing the type and nature of any commentary that Players may or may not be permitted to make on such broadcast during any such Relevant Match.
- 4.4 For the avoidance of any doubt, all individuals permitted to carry and use a laptop computer (or any other similar communication device) within the PMOA pursuant to Article 4.2 are deemed to have: (a) consented to such laptop or other device being monitored by the ECB Anti-Corruption Official for the purpose of establishing whether or not the Internet has been accessed in any relevant period; (b) agreed to provide such laptop or other device to the ECB Anti-Corruption Official immediately upon request so that any identified Internet browsing activity can be audited; and (c) agreed to provide such technical information (including, without limitation, any applicable MAC number) about such laptop or other device to the ECB Anti-Corruption Official as may be necessary to carry out such monitoring and and/or auditing activity.

ARTICLE 5 LEAVING THE PMOA

- 5.1 Other than in the case of a medical or security emergency, once inside the PMOA, should any Participant need to leave for any personal or any other matter that is not related to the performance of his duties in the Relevant Match in question, the following process must be followed:
- 5.1.1 Prior to leaving the PMOA he/she must obtain the express permission of either: (a) the ECB Anti-Corruption Official; or (b) where the ECB's Anti-Corruption Official is unavailable, the relevant Head Coach (in the case of a Participant who is not a Match Official) or the Third Umpire (in the case of a Match Official), which permissions must be reported to the ECB Anti-Corruption Official as soon as practicable.

NOTE: *such permission must explicitly set out where the Participant is allowed to go within the stadium, for what purpose and with whom he/she is entitled to communicate in order to complete that purpose.*

- 5.1.2 Whilst outside of the PMOA, each Participant must at all times:
- (a) carry his/her PMOA accreditation pass and display it again prior to returning to the PMOA;
 - (i) comply with all of the restrictions on the use of communication devices described in Article 4, as if such person was still in the PMOA; and
 - (ii) only communicate with those third parties that he/she has permission to communicate with and only engage in such communications as are necessary for the completion of such purpose as has been approved.

ARTICLE 6 THE AUTHORITY OF THE ECB ANTI-CORRUPTION OFFICIAL

- 6.1** At each Relevant Match, all First Class Counties, Women's Cricket Super Teams, Participants and any other visitors to the PMOA agree and acknowledge that the ECB Anti-Corruption Official and ECB Anti-Corruption Manager shall have absolute authority, without being required to provide any explanation or reason, to:
- 6.1.1** be present in any part of the PMOA (including, for the avoidance of doubt, any part of the dressing room) where he/she considers appropriate at any time on the day of the Relevant Match;
 - 6.1.2** issue or decline temporary 'visitor' accreditation passes for the PMOA where he/she considers appropriate on the day of the Relevant Match;
 - 6.1.3** remove, or cancel the validity of, any PMOA accreditation pass already issued, irrespective of the identity of the individual with such accreditation;
 - 6.1.4** require any person who is not displaying a valid accreditation pass to leave the PMOA immediately, irrespective of the identity of such individual;
 - 6.1.5** require any person in possession of any Mobile Device, laptop computer (or any other similar device) to immediately provide such Mobile Device, laptop computer (or any other similar device) to the ECB Anti-Corruption Official for auditing purposes, such auditing to take place at an agreed time and place and in the presence of the owner;
 - 6.1.6** require any person in the PMOA to immediately submit themselves and/or any clothing, baggage or other items in their possession, to be searched by the ECB Anti-Corruption Official, provided that such search is carried out in the presence of a third party who shall be a member of the venue stewarding / security team;
 - 6.1.7** accompany any Participant who has been given permission to leave the PMOA for an expressly approved purpose.
- 6.2** Any failure to comply with any request made under Articles 6.1.5 or 6.1.6 shall be deemed to be a breach of these Minimum Standards and will be dealt with in accordance with Article 7 below.

ARTICLE 7 BREACHES OF THE MINIMUM STANDARDS

- 7.1** Where any First Class County or Women's Cricket Super League Team is alleged to have breached any of Articles 2.2.1 – 2.2.12 (inclusive), then such alleged breach will be reported by the ECB Anti-Corruption Official to the ECB Anti-Corruption Manager. Thereafter, the ECB Anti-Corruption Manager shall correspond with the First Class County or Women's Cricket Super League in an attempt to ascertain the explanation behind any alleged breach and to seek the implementation of any corrective measures that he/she considers appropriate.
- 7.2** Where any Umpire is alleged to have breached any of Articles 2.3.1 to 2.3.4 (inclusive), then such alleged breach will be reported by the ECB Anti-Corruption Official to the ECB Anti-Corruption Manager. Thereafter, the ECB Anti-Corruption Manager shall correspond with the Third Umpire and the ECB Umpires' Manager in an attempt to ascertain the explanation behind any alleged breach and seek the implementation of any corrective measures that he/she considers appropriate.
- 7.3** Where any Head Coach is alleged to have breached Article 3.1.1, then such alleged breach will be reported by the ECB Anti-Corruption Official to the ECB Anti-Corruption Manager. Thereafter, the ECB Anti-Corruption Manager shall correspond with the Head Coach (copying in his/her relevant First Class County or Women's Cricket Super League Team) in an attempt to ascertain the explanation behind any alleged breach and to seek the implementation of any corrective measures that he/she considers appropriate.

- 7.4** Where any Participant is alleged to have breached Article 3.2, then such alleged breach will be reported by the ECB Anti-Corruption Official to the ECB Anti-Corruption Manager. Thereafter, the ECB Anti-Corruption Manager shall correspond with the Participant (copying in the relevant First Class County or Women's Cricket Super League Team to which the Participant is affiliated) in an attempt to ascertain the explanation behind any alleged breach and to seek the implementation of any corrective measures that he/she considers appropriate.
- 7.5** Where any Participant is alleged to have breached any one or more of Articles 4.1, 5.1 or 6.2, then any such alleged breach(es) will be reported by the ECB Anti-Corruption Official to the ECB Anti-Corruption Manager. Thereafter:
- 7.5.1** the ECB Anti-Corruption Manager will write to the Participant (copying the letter to the relevant First Class County or Women's Cricket Super League Team (as applicable) to which the Participant is affiliated) seeking an explanation for the alleged breach, such explanation to be provided within a period of fourteen days;
- 7.5.2** Upon receipt of any such explanation (or after the expiry of fourteen days, whichever is the earliest) the ECB Anti-Corruption Manager shall forward the ECB Anti-Corruption Manager's letter, any response and other relevant documentation and evidence to the CDC Chairman who shall determine whether the Participant is in breach of the relevant Article(s). Where the CDC Chairman determines that there has been a breach of any one or more of Articles 4.1, 5.1 or 6.2:
- (a) in the case of a first breach within a rolling period of twenty-four (24) months, the Player (save where Article 7.5.2(b) below applies), or other Participant will receive a written warning from the CDC Chairman;
 - (b) in the case of a first breach of Article 4.1.1 within a rolling period of twenty-four (24) months by a Player, where the ECB Anti-Corruption Manager can establish that the Player has attended and received education and training in relation to his/her obligations under the terms of these Minimum Standards, he/she will receive a fine of £500 imposed against him/her by the CDC Chairman;
 - (c) in the case of a second breach (irrespective of whether the second breach is of the same Article as that previously breached and irrespective of the sanction imposed for the previous breach) within a rolling period of twenty-four (24) months, the Participant will have a fine of £1,250 imposed against him/her by the CDC Chairman; and
 - (d) in the case of a third, or any subsequent, breach (irrespective of whether the third, or any subsequent, breach is of the same Article as those previously breached and irrespective of the sanctions imposed for the previous breaches) within a rolling period of twenty-four (24) months, the Participant will have a fine of £2,500 imposed against him/her by the CDC Chairman and/or the matter may be referred by the CDC Chairman for adjudication and (where applicable) sanction by the CDC under the CDC Regulations; and
 - (e) in the case of a third, or any subsequent, breach by one or more Participants of the same First Class County or Women's Cricket Super League Team (irrespective of whether the third, or any subsequent, breach is of the same Article as those previously breached and irrespective of the sanctions imposed for the previous breaches) within a rolling period of twenty-four (24) months, the First Class County or Women's Cricket Super League Team may be referred by the CDC Chairman to the CDC for adjudication and (where applicable) sanction pursuant to the CDC Regulations.
- 7.5.3** Any decision made by the CDC Chairman in relation to any of the above matters shall be the full, final and complete disposition of the matter, immediately binding and (save only for any decision of a CDC Disciplinary Panel pursuant to Articles 7.5.2(d) and 7.5.2(e)) non-appealable.

