

Lead Home Nation Contract

Badminton GB Limited

and

Badminton Association of England Limited

A Contract confirming the appointment of the Badminton Association of England Limited to deliver the Great Britain World Class Performance Programme and Paralympic Programme for and on behalf of Badminton GB Limited for the period of the Tokyo Cycle.

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THIS LEAD HOME NATION CONTRACT is made on the _____ day of _____ 2020

BETWEEN

- (1) **BADMINTON GB LIMITED**, (company number 04012074) whose registered office is at National Badminton Centre, Bradwell Road, Loughton Lodge, Milton Keynes, Buckinghamshire MK8 9LA (“**BGB**”); and
- (2) **BADMINTON ASSOCIATION OF ENGLAND LIMITED**, (company number 01979158) whose registered office is at National Badminton Centre, Bradwell Road, Loughton Lodge, Milton Keynes, MK8 9LA (“**BE**”).

BACKGROUND

- (A) BGB is responsible for the participation of GB Badminton in the Olympic Games, Paralympic Games, and all other events or tournaments involving a GB Badminton team, and for arranging all necessary assistance and support for the preparation, selection and performance of GB Athletes, in particular their participation in the 2020 Tokyo Olympic and Paralympic Games (“**Toyko 2020**”) and other relevant tournaments that contribute to Olympic qualification and Paralympic qualification (2020), as set out in the Great Britain World Class Performance Programme (“**GB WCPP and Paralympic Programme**”).
- (B) BGB has agreed to appoint BE to lead the operational delivery of the GB WCPP and Paralympic Programme as approved by BGB and to assist in delivering GB Primacy to such extent as it is within its control, on the following agreed terms.

AGREED TERMS

1 DEFINITIONS AND INTERPRETATION

- 1.1 In this Contract the following expressions shall, unless the context requires otherwise, have meanings as follows:

“**Accountable Officer**” means the Chief Executive of BE with accountability to the BGB Board for the operation and delivery of the GB WCPP and Paralympic Programme by the GB Management in accordance with the terms of this Contract and the UK Sport Funding Agreement;

“**BE Board**” means the board of directors of BE;

“**BGB Board**” means the board of directors of BGB;

“**BPA**” means the **British Paralympic Association**

“**BOA**” means the British Olympic Association;

“**Business Day**” means a day other than a day which is a Saturday, Sunday or a public holiday in the UK;

“**Chair**” means the Chair of the BGB Board;

“**Force Majeure**” means any event affecting the performance of any provision of this Contract arising from or attributable to acts, events, omissions or accidents which are beyond the reasonable control of a party including, without limitation, unavailability of suitable venues, any abnormally inclement weather, flood, lightning, storm, fire, explosion, earthquake, subsidence, structural damage, epidemic or other natural physical disaster, failure or shortage of power supplies, war, military operations, riot, crowd disorder, strike, lock-outs or other industrial action, terrorist action, civil commotion and any legislation, regulation, ruling or omissions (including failure to grant any necessary permissions) of any relevant government, court or any

competent national or international authority;

“GB Athletes” means the players selected for the GB WCPP and Paralympic Programme and players who are selected to represent GB Badminton;

“GB Badminton” means Great Britain Badminton in its Olympic and Paralympic context and in the context of any GB representation at junior and senior level;

“GB Management” means the staff team appointed or employed by BE to provide executive leadership for the operation and delivery of the GB WCPP and Paralympic Programme;

“GB Management Advisory Group” means the group formed and led by the Lead Technical Executive, and made up of persons appointed by the Lead Technical Executive to provide advice and input to the GB WCPP and Paralympic Programme;

“GB WCPP and Paralympic Programme” means the Great Britain World Class Performance Programme and Paralympic Programme for Badminton as approved by the BGB Board, including the plans for Tokyo 2020, designed and operated by BE under this Contract to systematically nurture and sustain athletes capable of succeeding at the Olympic Games and at world level;

“GB Primacy” means to give all due priority to GB Badminton with a focus on the achievement of medal success at the Olympic Games, Paralympic Games and on building a sustainable elite performance system for GB Badminton;

“Home Country Association” means a National Badminton Association of the United Kingdom that is also a member of BGB. The Home Country Associations at the date of this Contract are Badminton Association of England Limited, The Ulster Branch Badminton Union of Ireland, The Scottish Badminton Union, and The Welsh Badminton Union Limited;

“KPIs” mean Key Performance Indicators which are metrics used to monitor the performance of the GB WCPP and Paralympic Programme, as set out in Appendix 2;

“Lead Technical Executive” means the Performance Director or other senior member of the GB Management, appointed by BE in consultation with the Chair, responsible to the Accountable Officer for the operation and delivery of the GB WCPP and Paralympic Programme;

“Paralympic Programme” means the programme designed specifically for elite players with a disability who compete in Paralympic classifications;

“UK Sport” means the United Kingdom body responsible for the investment into GB World Class Performance Programmes and/or Paralympic Programmes and any successor to it;

“UK Sport Funding Agreement” means the direct funding agreement between UK Sport and BE relating to investment into the GB WCPP and Paralympic Programme and any successor to it.

1.2 In this Contract:

1.2.1 Reference to a **Party** or **the Parties** means a Party or the Parties to this Contract; and

1.2.2 Reference to ‘this Contract’ includes this Contract as amended or supplemented from time to time.

1.2.3 The Appendices to this Contract form part of it as if set out in full in this Contract and a reference to ‘this Contract’ includes a reference to the Appendices.

1.2.4 References in this Contract to persons of a particular gender shall include all genders.

2 CONTRACT PERIOD

- 2.1 This Contract shall be effective from the date of signature until 31st March 2020 (“Term”) or until terminated in accordance with Clause 9 below.
- 2.2 The Parties may agree in writing to extend the Term to deliver any additional objectives of the GB WCPP and Paralympic Programme that may be agreed.

3 BE’s OBLIGATIONS AND RESPONSIBILITIES

- 3.1 The obligations and responsibilities of BE are collectively realised through the BE Board, the Accountable Officer, and the GB Management led by the Lead Technical Executive.
- 3.2 In consideration of BGB appointing BE to deliver the GB WCPP and Paralympic Programme BE shall during the Term:
- 3.2.1 Operate and deliver the GB WCPP and Paralympic Programme in accordance with the terms of this Contract and the UK Sport Funding Agreement, using its reasonable endeavours to demonstrate GB Primacy and effect delivery of the GB WCPP and Paralympic Programme in a manner that maximises the chances of medal success for GB Athletes at the Olympic and Paralympic Games (2020).
- 3.2.2 Deliver the services set out in Appendix 1 – Service Specification (“the Services”);
- 3.2.3 For and on behalf of BGB enter into the UK Sport Funding Agreement on terms consistent with this Contract and subject to the terms of that agreement ensure that BE adheres at all times to its obligations under that agreement;
- 3.2.4 Demonstrate legislative and governance compliance in areas to include, but not limited to safeguarding, equality, anti-discrimination, anti-doping control, data protection, and employment in the performance of its obligations under this Contract;
- 3.2.5 Ensure that a business continuity plan relating to the GB WCPP and Paralympic Programme is developed and maintained throughout the Term and implemented as reasonably required by BGB;
- 3.2.6 In performing its obligations under this Contract act in the best interests of GB Badminton and with paramount attention to GB Primacy and the best interests of GB Athletes.

4 BGB’s OBLIGATIONS AND RESPONSIBILITIES

- 4.1 The obligations and responsibilities of BGB are collectively realised through the BGB Board, with leadership from the Chair.
- 4.2 During the Term, BGB shall:
- 4.2.1 Review and approve the GB WCPP and Paralympic Programme, including the strategic plan, annual business plans, budgets, and relevant policies and procedures as developed by BE;
- 4.2.2 Monitor the performance by BE in meeting its obligations and responsibilities under this Contract, and its obligations and responsibilities to UK Sport under the UK Sport Funding Agreement, and

- support BE with open and timely discussion and constructive feedback;
- 4.2.3 Demonstrate legislative compliance and relevant governance practices and procedures as required by the annual Sport England/UK Sport Self Assurance process;
- 4.2.4 Use its reasonable endeavours to obtain the commitment and support of the Home Country Associations for the GB WCPP and Paralympic Programme and for GB Primacy, whether through written statements of support or otherwise;
- 4.2.5 Monitor and review the performance of each Home Country Association in meeting its commitments to the GB WCPP and Paralympic Programme and to GB Primacy and use its reasonable endeavours to require each Home Country Association to meet those commitments;
- 4.2.6 Nominate a member of the BGB Board or other agreed representative of the BGB Board, as the National Olympic Committee representative for GB Badminton;
- 4.2.7 Act at all times in the best interests of GB Badminton and with paramount attention to GB Primacy and the best interests of GB Athletes;
- 4.2.8 Put in place the arrangements for the preparation and management of the 2024 Olympic and Paralympic Cycle in a timely manner in order that relevant plans and funding submissions are prepared, approved and submitted within the required deadlines.

5 FINANCIAL MATTERS

- 5.1 The annual budget prepared by BE for the GB WCPP and Paralympic Programme shall be approved by the BGB Board. The budget shall include a provision of £15,000 per annum, reviewable annually, to cover the reasonable cost of BGB Board activities, including but not limited to the holding of meetings, the representation of the BGB Board at BOA / BPA and other relevant meetings, insurance, professional fees, and the commissioning of independent reports from time to time.
- 5.2 All payments under the UK Sport Funding Agreement will be made direct to BE by UK Sport.

6 RECORDS, AUDIT AND REVIEW

- 6.1 BE shall keep and maintain until 6 years after the end of the Term, or as long as may be agreed between the Parties, full and accurate records relating to its performance of the Services.
- 6.2 BE shall on request afford BGB such access to those records as may reasonably be requested by BGB.
- 6.3 BE shall at all times during the Term allow the Chair, or such person(s) who may be nominated by the Chair from time to time (including an independent assessor), all reasonable access to the National Badminton Centre to discuss, monitor, audit and review the provision of the Services and performance of this Contract and the UK Sport Funding Agreement, including viewing documents directly relating to the GB WCPP and Paralympic Programme.
- 6.4 Publish the BGB meeting agendas and key, non confidential decisions taken at the meeting on the website.

7 INDEMNITY

- 7.1 Unless arising as a result of a direct act, default or negligence of BGB, BE shall indemnify BGB and keep it indemnified against all actions, claims, demands, proceedings, damages, costs, charges, expenses or liabilities

whatsoever in respect of or in any way arising directly out of the provision of the Services in respect of:

7.1.1 A breach of the UK Sport Funding Agreement or this Contract; and/or

7.1.2 All negligent acts and/or omissions of its employees and agents during the course of their engagement with BE as they relate to the GB WCPP and Paralympic Programme and the delivery thereof.

7.2 Without thereby limiting its responsibilities under this Contract, BE shall obtain and maintain appropriate insurances to cover its risk, liabilities and obligations under this Contract and the UK Sport Funding Agreement. Any additional cost of maintaining such policies of insurance, over and above BE's own standard insurance requirements shall be a charge against the GB WCPP and Paralympic Programme.

7.3 BGB shall indemnify BE and keep it indemnified against all actions claims, demands, proceedings, damages, costs, charges, expenses or liabilities arising as a direct result of a direct act, default or negligence of BGB.

7.4 BGB shall obtain and maintain appropriate insurances to cover its risk, liabilities and obligations under this Contract.

8 MANAGING DIFFERENCES

8.1 The Parties acknowledge the importance of dealing with disputes openly, honestly and fairly as soon as they arise and each of the Parties agrees to notify the other of the full details of any dispute at the earliest possible opportunity.

8.2 Each Party shall appoint an appropriate senior person to take initial responsibility for the conduct of any dispute raised by the other Party. In doing so, both Parties acknowledge the importance of involving a person who is sufficiently removed from the issues in dispute and who is suitably qualified and experienced to take a fair and objective view.

8.3 In the event that the dispute is not resolved following this process the Parties agree to submit the dispute to Sport Resolutions (a trading name of the Sports Dispute Resolution Panel Ltd – Company No. 3351039) for resolution by mediation in accordance with Sport Resolutions' mediation procedure.

8.4 If the dispute is not settled within 60 days of the mediation being initiated, or within such other period as the Parties shall agree in writing, the dispute shall be referred to and finally resolved by arbitration under the Arbitration Act 1996 and Sports Resolutions UK's arbitration rules.

8.5 The use of the dispute resolution procedures set out in this Clause 8 shall not delay or take precedence over the provision for termination set out in Clause 9 (Termination of Contract).

9 TERMINATION OF CONTRACT

9.1 This Contract shall automatically terminate if the UK Sport Funding Agreement is terminated.

9.2 This Contract may be terminated immediately on written notice by BGB if:

9.2.1 BE is in material breach of this Contract and if such breach is capable of remedy, has failed to remedy such breach within the time period reasonably required by BGB;

9.2.2 BE is in a position of financial distress, or is unable to carry on its normal affairs (as reasonably determined by BGB).

9.3 This Contract may be terminated immediately on written notice by BE if:

9.3.1 BGB is in material breach of this Contract and if such breach is capable of remedy, has failed to remedy such breach within the time period reasonably required by BE.

10 CONFIDENTIALITY

10.1 Any data or information provided by either Party to the other (or their authorised representatives) for the purposes of, or in relation to, this Contract which is so designated by it, shall be kept confidential by the other Party.

10.2 Each Party associated with this Contract shall each keep confidential any information which is obtained by it or any of its Board members, officers, employees or consultants which relates to the other Party.

10.3 The obligations of confidentiality shall not apply to any data or information which is public knowledge at the time when it is so provided by either Party and shall cease to apply if at any future time it becomes public knowledge without breach of this Contract, or if prior written consent to disclose has been granted by the Board of either Party in relation to its data or information.

10.4 Both Parties agree not to make comment or action that could be construed as bringing the GB WCPP and Paralympic Programme into disrepute.

11 COMMUNICATIONS

Any formal notice required to be given by either Party to the other shall be sent in writing by 1st class post, electronic mail, or fax to the Chair, in the case of BGB, or the Accountable Officer, in the case of BE, and shall be deemed delivered on the next Business Day following transmission or 2 working days later in the case of 1st class post.

12 FORCE MAJEURE

Neither BGB nor BE shall be deemed to be in breach of this Contract or otherwise liable to the other for any failure or delay in performing its obligations under this Contract if prevented from doing so by Force Majeure and shall be entitled to a reasonable extension of time for performing its obligations. If such Force Majeure event continues in respect of a substantial part of the Contract for a period of more than 90 days then either BGB or BE may be entitled to terminate this Contract forthwith, upon written notice to the other.

13 CONTRACTS (RIGHTS OF THIRD PARTIES) ACT 1999

13.1 Neither Party intends to confer any right or benefit upon a third party and for the avoidance of doubt, the provisions of the Contracts (Rights of Third Parties) Act 1999 are expressly excluded from this Contract.

13.2 A third party shall not have the right to enforce any Clause of this Contract.

14 VARIATIONS TO THIS CONTRACT

Any variation to this Contract requires consultation and prior written agreement and shall not be effective until approved by both Parties in writing before implementation.

15 WAIVER

Any failure by either Party to insist upon the performance of any obligations under this Contract or to exercise any right or power shall not be construed as a waiver by the Parties and this Contract shall continue and remain in full force and effect notwithstanding any such failure (unless otherwise agreed by the Parties in writing).

16 ENGLISH LAW

This Contract shall be governed by and construed in accordance with English Law.

APPENDIX 1 – SERVICE SPECIFICATION

1 General

- 1.1 Under the direction of the Accountable Officer, and through the GB Management led by the Lead Technical Executive, BE shall be responsible to the BGB Board for the development, operation and delivery of the GB WCPP and Paralympic Programme in accordance with this service specification. BE shall at all times operate in accordance with the best practice requirements and guidelines issued by UK Sport and the BOA / BPA.
- 1.2 In particular BE shall be responsible for:
- 1.2.1 Designing the GB WCPP and Paralympic Programme including the strategic plan, annual business plans, budgets, and relevant policies and procedures for approval by the BGB Board;
 - 1.2.2 Operating and delivering the GB WCPP and Paralympic Programme as approved;
 - 1.2.3 Ensuring facilities are suitable for World class preparation and training at all times, regardless of refurbishment programmes, building works and/or changes in premises;
 - 1.2.4 Seeking and securing the funding to operate and deliver the GB WCPP and Paralympic Programme;
 - 1.2.5 Appointing and managing the GB Management, and support staff, to deliver the GB WCPP and Paralympic Programme;
 - 1.2.6 Reporting regularly to the BGB Board on the operation and progress of the GB WCPP and Paralympic Programme.

2 Programme Design and Delivery

- 2.1 The GB Management shall design, deliver and develop the GB WCPP and Paralympic Programme. In so doing, the GB Management shall consult as appropriate with key stakeholders, including the Home Country Associations, through the GB Management Advisory Group and otherwise.
- 2.2 Strategic and/or material changes to the GB WCPP and Paralympic Programme shall require the prior written approval of the BGB Board, such approval not to be unreasonably withheld or delayed.

3 Athletes

- 3.1 The GB Management shall be responsible for:
- 3.1.1 Identification, selection and management of athletes for the GB WCPP and Paralympic Programme;
 - 3.1.2 In consultation with the players, determining the tournament schedules and training programmes of GB Athletes;
 - 3.1.3 Where applicable, requiring each GB Athlete to enter into a legally binding Athlete Agreement with BE by no later than 31st March 2017 in accordance with the requirements of the UK Sport Funding Agreement, and ensuring that each such GB Athlete adheres to the terms of such Athlete Agreement.
- 3.2 The GB Management, through the GB Management Advisory Group or otherwise, shall consult with the relevant Home Country Associations as to the championships and tournaments in which GB Athletes shall be released to represent their respective Home Countries over the course of the subsequent year. The Lead

Technical Executive shall have the final right to determine the participation of GB Athletes in such championships and tournaments at his absolute discretion.

- 3.3 The GB Management shall formulate, for approval by the BGB Board, and implement the policies and procedures required for the effective operation of the GB WCPP and Paralympic Programme including but not limited to selection of all GB Athletes, anti-doping, conduct, discipline, grievances, dispute resolution and appeals.

4 Programme Funding and Finances

- 4.1 The GB Management shall be responsible for seeking and securing the funds to deliver the GB WCPP and Paralympic Programme. In particular, the GB Management shall:

4.1.1 Formulate the bid(s) to UK Sport for investment in the GB WCPP and Paralympic Programme, such bid(s) to be subject to the prior approval of the BGB Board;

4.1.2 Use reasonable endeavours to exploit any commercial rights that may be available in respect of the GB Athletes' participation in Olympic Games and Paralympic Games, including negotiation of agreements with third parties, after taking account of any pre-existing contractual arrangements involving GB Athletes or Home Country Associations and the directions and instructions of the BGB Board.

- 4.2 All funds howsoever received in connection with 4.1 above shall be used solely for the purpose of supporting the GB WCPP, Paralympic Programme, and the performance of BE's obligations under this Contract.

- 4.3 The GB Management shall manage the funds received for the GB WCPP and Paralympic Programme securely and appropriately. In particular the GB Management shall:

4.3.1 Ensure that there is clarity and transparency of resource allocation, in particular where BE's own facilities are to be used by the GB WCPP and Paralympic Programme;

4.3.2 Institute and maintain appropriate policies and practices to ensure effective and secure management and administration of funding;

4.3.3 Keep detailed and separate records of the historic and current use of such funding.

On request, BE shall provide the BGB Board and/or its representative with reasonable access to such records and its personnel to verify compliance with the terms of this Contract and the relevant funding agreements.

5 Branding and Communications

- 5.1 The GB Management shall, in implementing its communication processes:

5.1.1 Brand all GB communications, including GB media releases, with the GB Badminton logo in the top right hand corner;

5.1.2 Compile and issue all GB Badminton media releases using reasonable endeavours to inform the BGB Board no later than 24 hours in advance. Where issues of governance, funding and breach of GB Athletes Agreements are involved prior BGB Board approval by the Chair or the Chair's nominated representative must be obtained before any media release is made;

5.1.3 Provide appropriate GB Badminton branding on the BE website to promote the GB WCPP and Paralympic Programme and to comply with any requirements of the UK Sport Funding Agreement;

- 5.1.4 Address all appropriate direct communication on GB Performance matters to Home Country Associations via their representative member of the BGB Board and/or their coaches;
 - 5.1.5 Restrict direct player communications on GB Performance matters to GB Athletes and, as determined by the Lead Technical Executive, to those players invited to participate in the GB WCPP and Paralympic Programme.
- 5.2 For the avoidance of doubt, it is agreed that for the purposes of fulfilling its obligations under this Contract and this Service Specification only, BE may use the GB Badminton logo and brand.

6 Management

- 6.1 The BE Board shall be responsible for employing the Accountable Officer, the Lead Technical Executive, the GB Management, and support staff who will deliver the GB WCPP and Paralympic Programme and for ensuring that BE's financial commitments are linked to, and limited by, the funding receivable under the UK Sport Funding Agreement.
- 6.2 The Accountable Officer shall be responsible for managing BE's delivery of the Contract and for managing the Lead Technical Executive.
- 6.3 The Lead Technical Executive shall be responsible for the:
- 6.3.1 Design, operation and delivery of the GB WCPP and Paralympic Programme;
 - 6.3.2 Implementation of the key policies and procedures that support the GB WCPP and Paralympic Programme;
 - 6.3.3 Appointment and leadership of the performance team and support staff to deliver the GB WCPP and Paralympic Programme;
 - 6.3.4 Establishment and leadership of the GB Management Advisory Group;
 - 6.3.5 Timely creation and reporting of performance reports for the BGB Board.

The Lead Technical Executive shall be supported by the GB Management and support staff. For the avoidance of doubt, it is acknowledged and agreed that in some cases individuals will be employed by BE to perform duties for both BE and BGB. In such cases, BE shall ensure that no conflict of interest arises.

- 6.4 The GB Management shall deal with any issues or disputes arising from its management and operation of the GB WCPP and Paralympic Programme fairly and on a timely basis, in consultation with the Accountable Officer and the BGB Board as appropriate.

7 Reporting Commitments

- 7.1 The GB Management shall prepare for the BGB Board:
- 7.1.1 An annual financial budget a minimum of one month ahead of the BGB financial year-end in March for approval by the BGB Board;
 - 7.1.2 An annually updated business plan on how the objectives of the GB WCPP and Paralympic Programme will be met. This plan is required by the end of March each year and will be subject to approval by the BGB Board prior to implementation;
 - 7.1.3 A quarterly written report in such format and detail as the BGB Board shall reasonably require, to

include an update from the preceding three months and the intentions for the forthcoming three months;

- 7.1.4 Quarterly management accounts with commentary on the finances detailing exceptions against budget both in income and expenditure and reason(s) it has occurred and any mitigating actions;
 - 7.1.5 An annual review and financial statements detailing progress against GB WCPP and Paralympic Programme objectives, KPIs and financial outturn;
 - 7.1.6 An interim review by 30 April 2020 to inform/support decisions regarding the 2024 Olympics and Paralympics cycle to enable the BGB Board to make a timely decision regarding the strategy, preparation and submission of a funding bid;
 - 7.1.7 A final review of the GB WCPP and Paralympic Programme during the Tokyo cycle by 31 December 2020, detailing the outcomes against GB WCPP And Paralympic Programme objectives, KPIs and financial outturn.
- 7.2 In reporting to the BGB Board, the GB Management may where appropriate adopt the same or similar reporting arrangements as those used when reporting to UK Sport.
- 7.3 The GB Management shall additionally:
- 7.3.1 Generally keep the BGB Board regularly and routinely informed of any matters that may have a material impact on the effectiveness and success of the GB WCPP and Paralympic Programme.
 - 7.3.2 Comply with the reporting requirements of UK Sport and provide the BGB Board with details of UK Sport audits and other reports relating to the GB WCPP and Paralympic Programme.

APPENDIX 2 – KEY PERFORMANCE INDICATORS

The following KPIs form part of the service specification of the Contract as defined in the table below:

Ref	KPI	Measured by:
1	Progress towards/achievement of KPI's agreed in the GB WCPP and Paralympic Programme	BGB UK Sport
2	Timely reporting of information as defined in service specification	Report generation
3	Involvement and integration of Home Country Associations in supporting the development and implementation of the GB WCPP and Paralympic Programme	Reports on Home Country Association performance and attitude
4	Medal target at Olympics and Paralympics 2020	Defined in GB WCPP and Paralympic Programme
5	Funding from UK Sport and other income obtained for the GB WCPP and Paralympic Programme	Performance against annual budget
6.	Control of expenditure	Performance against annual and quarterly budgets
7.	Development of a Para Programme leading to inclusion in the 2020 Paralympic Games	Performance against plan agreed by the Board

SIGNATURES

PARTY	NAME	TITLE	SIGNATURE
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Signed for and on behalf of BADMINTON GB LIMITED by:	Stephen Baddeley	Interim Chair	 <hr style="border: none; border-top: 1px solid black;"/> Signature of Stephen Baddeley
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Signed for and on behalf of BADMINTON ASSOCIATION OF ENGLAND LIMITED by:	Adrian Christy	CEO	 <hr style="border: none; border-top: 1px solid black;"/> Signature of Adrian Christy
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