



# CODE OF ETHICS

*LAST UPDATED - MARCH 2026*

*LAST REVIEWED - MARCH 2026*



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## 1. PURPOSE

Cricket Ireland is committed to the highest standards of integrity, professionalism, and ethical behaviour. This Code of Ethics sets out the principles and standards of conduct expected of all individuals representing or working with Cricket Ireland.

The Code exists to:

- Protect the integrity and reputation of Cricket Ireland and the sport of cricket
- Promote a culture of respect, fairness, and accountability
- Provide clear guidance on expected behaviours and decision-making

## 2. SCOPE

This Code applies to all:

- Employees
- Board members and committee members
- Players (professional, contracted, and representative)
- Coaches, officials, and volunteers
- Contractors, consultants, and third parties acting on behalf of Cricket Ireland

## 3. CORE ETHICAL PRINCIPLES

All individuals covered by this Code are expected to uphold the following principles:

### 3.1 Integrity

- Act honestly, fairly, and transparently in all dealings
- Avoid any conduct that could bring Cricket Ireland or the sport into disrepute
- Comply with all applicable laws, regulations, and governing body rules

### 3.2 Respect and Inclusion

- Treat others with dignity, respect, and courtesy at all times
- Promote equality, diversity, and inclusion
- Do not engage in bullying, harassment, discrimination, or victimisation

### 3.3 Accountability and Professionalism

- Take responsibility for decisions, actions, and behaviour
- Perform duties to the highest professional standard
- Follow reasonable management instructions and organisational policies

### 3.4 Fair Play and Sportsmanship

- Uphold the spirit and laws of cricket
- Reject cheating, corruption, or match manipulation in any form
- Promote fair competition and respect for opponents, officials, and the game

#### 4. CONFLICTS OF INTEREST

- Individuals must avoid situations where personal, financial, or other interests conflict, or appear to conflict, with the interests of Cricket Ireland
- Any actual or potential conflicts of interest must be declared promptly
- Individuals must comply with any management or Board direction to manage or remove a conflict

#### 5. SAFEGUARDING & WELFARE

- Cricket Ireland is committed to safeguarding children and adults at risk
- All individuals must comply with safeguarding policies and procedures
- Any safeguarding concerns must be reported immediately through the appropriate channels

#### 6. HEALTH, SAFETY & WELLBEING

- Cricket Ireland is committed to providing a safe and healthy environment
- Individuals are expected to take reasonable care of their own health and safety and that of others
- Wellbeing concerns should be raised early and appropriate support will be made available

#### 7. USE OF AUTHORITY & POSITION

- Authority must be exercised responsibly and ethically
- Abuse of power, intimidation, or coercion will not be tolerated
- Decisions must be made objectively and in the best interests of Cricket Ireland and the sport

#### 8. CONFIDENTIALITY & DATA PROTECTION

- Confidential information must be protected and only used for legitimate purposes
- Personal data must be handled in accordance with data protection legislation and Cricket Ireland policies
- Confidential information must not be disclosed without proper authority

## 9. COMMUNICATIONS & SOCIAL MEDIA

- All communications should be accurate, respectful, and professional
- Social media use must not damage the reputation of Cricket Ireland or the sport
- Individuals must not disclose confidential information or engage in abusive, offensive, or inappropriate online behaviour

## 10. GIFTS, HOSPITALITY & BRIBERY

- Individuals are encouraged to raise concerns about unethical, unlawful, or improper behaviour
- Reports can be made through management, HR, safeguarding officers, or whistleblowing channels
- Reports will be treated seriously, confidentially, and without retaliation

## 11. REPORTING CONCERNS & WHISTLEBLOWING

- Individuals are encouraged to raise concerns about unethical, unlawful, or improper behaviour
- Reports can be made through management, HR, safeguarding officers, or whistleblowing channels
- Reports will be treated seriously, confidentially, and without retaliation

## 12. BREACHES OF THE CODE

- Breaches of this Code may result in disciplinary action
- Disciplinary action may include warnings, suspension, termination, or referral to governing or regulatory bodies
- Serious breaches may be reported to An Garda Síochána or relevant authorities

### 13. RESPONSIBILITIES

- Individuals are responsible for understanding and complying with this Code
- Managers and leaders are responsible for role-modelling ethical behaviour and addressing concerns promptly
- Cricket Ireland will provide training and guidance where appropriate

### 14. REVIEW & GOVERNANCE

- This Code will be reviewed periodically to ensure it remains effective and aligned with best practice
- The Board of Cricket Ireland has overall responsibility for this Code

### 15. ACKNOWLEDGEMENT

All individuals covered by this Code are required to acknowledge that they have read, understood, and agree to comply with this Code of Ethics.