



CRICKET
SOUTH AFRICA

POLICY

CODE OF ETHICS

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A. INTRODUCTION

1. PREAMBLE

Cricket South Africa (“CSA”) is the custodian of all cricket activities – which ultimately advance amateur and professional cricket - for all South Africans. We have a duty to safeguard the integrity and reputation of cricket in South Africa, and to protect the sport from all forms of harm or risk that could arise from unethical or illegal conduct.

To achieve this, we need to work as a team, to uphold and demonstrate the high ethical standards and behaviours set out in this Code.

This Code of Ethics applies to our entire team, including the Members’ Council, Directors and CSA Employees.

Affiliates are also part of the team, and this Code of Ethics must be cascaded into Affiliate organisations.

2. DEFINITIONS

CSA means Cricket South Africa NPC

CSA Employees means executive management, management, and employees (including fixed and independent contractors and part-time employees).

CSA Representative means CSA Members’s Council members, CSA Directors and CSA Employees.

Conflict of interests (actual) means where a CSA Representative’s personal activities, investments or associations may compromise their judgment or ability to act in CSA’s best interests.

Conflict of interests (potential) means where a CSA Representative’s personal activities, investments or associations could in future compromise their judgment or ability to act in the company’s best interests.

Conflict of interests (perceived) means where a reasonable, informed, independent person could form the view that a CSA Representative’s personal activities, investments or associations could compromise their judgment or ability to act in the company’s best interests.

ICC means the International Cricket Council.

3. METAPHOR OF THE WICKETS

The Code of Ethics can be described as our “Ethical Wickets” – the foundation of our game.

3.1. Our ethical wickets: the foundation of our game

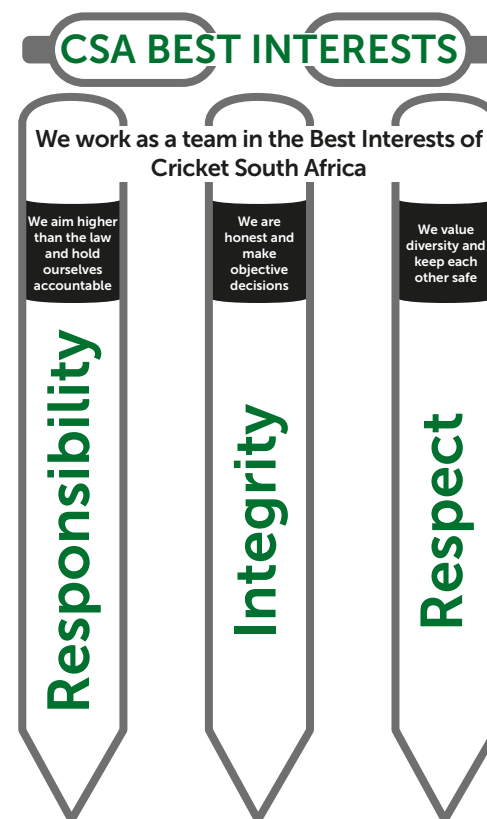
Cricket is a game of discipline, integrity, and respect. Just as a player must protect their wicket to stay in the game, we must protect our ethical principles to ensure the success and legitimacy of our organisation. Our Code of Ethics serves as our ethical wickets, ensuring that we uphold responsibility, integrity, and respect in everything we do. If we fail to protect these ethical wickets, we risk damaging our credibility, trust, and ability to fulfil our mission.

3.2. The csa best interests bails: putting the organisation first

Resting atop the three ethical stumps is the CSA Best Interests Bails – the essential element that holds everything together. This represents our collective duty to act in the long term, sustainable, best interests of the organisation, ensuring every decision we make aligns with our values and ethics. If this bale is dislodged, it signals a failure to uphold our fundamental commitments. These best interests, however, need to be balance with other stakeholder interests.

Our core values:

- Honesty and Integrity. (Represented by the INTEGRITY stump).
We tell the truth and act consistently on a set of ethical principles.
- Professionalism and diligence. (Represented by the RESPONSIBILITY stump).
We strive to perform at the highest level of excellence.
- Mutual respect and fairness. (Represented by the RESPECT stump).
We acknowledge the rights and dignity of others and treat those we engage with equitably.



B. THE CODE

1. FUNDAMENTAL ETHICAL BEHAVIOUR

We all have the express duty to:

- i. Behave in an ethical manner and conform to the highest standards of honesty, integrity and impartiality when discharging our duties and responsibilities.
- ii. To discharge our duties:
 - a) in good faith
 - b) with the due care and skill, a reasonable person in a similar position would exercise under similar circumstances; and
 - c) in a manner that we reasonably believe is in the best interests of CSA.



Fiduciary duties of directors:

Section 76 of the South African Companies Act (Act No. 71 of 2008) outlines the standard of conduct expected of directors, requiring them to act honestly, in good faith, and in the best interests of the company, and prohibits them from using their position or information to gain an advantage or cause harm.

The section applies to directors, which includes alternate directors, prescribed officers, members of a board committee, and members of the audit committee.

- d) Ensure that our actions are consistent with the main business of CSA, which is the *"custodianship of all cricket activities which ultimately advance amateur and professional cricket, for all South Africans"*.
- e) Not promote our own interests at the expense of the interests or integrity of CSA or the sport of cricket in general.
- f) Refrain from any conduct that may in way tarnish or damaged the reputation of cricket or CSA.
- g) Report violations of this Code when we become aware of them.



The Spirit of Cricket:

The International Cricket Council (ICC) emphasizes "The Spirit of Cricket" as crucial for fair play, requiring captains and all players, match officials, and stakeholders to uphold respect, sportsmanship, and integrity, both on and off the field.

THE THREE ETHICAL STUMPS: PROTECTING OUR ETHICAL FOUNDATION

Each stump represents a key ethical principle that we must defend to keep our wickets standing. If any of these stumps fall, ethical failure occurs, and the integrity of the organisation is compromised.

2. RESPONSIBILITY

Ensuring accountability, compliance, and good governance.

2.1. Legal compliance

We comply with all applicable laws, regulations and policies as a minimum standard. But compliance alone is not enough – we are committed to upholding the highest ethical principles in all our decisions and actions. The governing body and leadership team demonstrate unwavering commitment to lawful and ethical conduct in all aspects of CSA conduct.

i. Beyond compliance: ethical responsibility

- a) Compliance with the law is the minimum standard of conduct. We are expected to act with integrity, fairness, and good judgment.
- b) When legal and ethical considerations appear to be in conflict, we must prioritise ethical decision-making and seek appropriate guidance.
- c) All business and financial transactions must be conducted honestly, transparently, and in accordance with good governance.

ii. Responsibility to understand and comply

- a) We all have a duty to understand and comply with the laws, regulation, and policies relevant to our roles and responsibilities.
- b) Ignorance of the law is no excuse for non-compliance. We must take proactive steps to remain informed and ensure our actions align with legal and ethical requirements.

iii. Seeking guidance on legal and ethical matters

We will consult with our manager, who will escalate the matter to the relevant senior manager if necessary, if we:

- a) think a conflict exists between our ethical standards and an applicable law, regulation or policy.
- b) have a question concerning the legality of our own or other stakeholders' conduct.

iv. Legal accountability

We will cooperate fully with law enforcement and regulatory authorities in investigating and addressing unlawful conduct.

Ask “what should I do” rather than “what can I do”.

2.2. Transparency

We are committed to operating in an open, honest and accountable manner. We must uphold transparency in all governance, communication, and decision-making processes.

Transparency strengthens trust, promotes ethical decision-making, enhances collaboration, and nurtures a unified organisational culture.

i. Access to Information

Relevant stakeholders must have access to clear, accurate, and timely information about CSA’s policies, decisions, financial matters, and operations, subject to legal and confidential obligations. We will not withhold or misrepresent information that should lawfully be disclosed.



The CSA’s Information Manual, which contain its policy and safeguards as required by the Protection of Personal Information Act 4 of 2013, is available here | [2021-Information-Manual.pdf](#)

i. Decision-making and accountability

- a) We base decisions on fair, objective, and justifiable criteria and ensure that they are appropriately documented.
- b) We communicate key organisational decision clearly and timeously to those affected by them to ensure alignment.

ii. Open and effective communication

- a) We communicate strategic decisions, policies, and expectations clearly and consistently to internal stakeholder across all levels.
- b) We share all relevant information and collaborate to prevent siloed decision-making, efforts, and use of resources. We communicate across functions to align goals and enhance teamwork.
- c) We actively engage with stakeholders to build trust and nurture collaboration.
- d) We address stakeholder feedback and concerns in a transparent and timely manner.
- e) Misrepresentation, data manipulation, or withholding critical information is strictly prohibited.

2.3. Confidentiality

We protect sensitive information and respect privacy obligations.

- i. We do not disclose any facts, data, or other data entrusted to us in confidence or gained by virtue of our work at CSA.
- ii. This duty continues indefinitely, or
 - a) until such time as the relevant information comes into the public domain, or
 - b) is required to be disclosed by law, or
 - c) permission to divulge same has been granted by a duly authorised official of CSA.
- iii. We respect stakeholders’ right to privacy and a duty to protect their personal information, including:
 - a) collecting it lawfully;
 - b) ensuring data accuracy;
 - c) implementing measures to keep the data secure; and
 - d) ensuring transparency about data processing practices.



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3. INTEGRITY

We uphold honesty and ethical conduct in all decisions and actions.

3.1. Conflict of interests

We avoid situations where personal interests may interfere with our professional duties.

- i. We ensure that we are free from any influence which might interfere, or appear to interfere, with the proper and efficient discharge of our duties or which might impact, or appear to impact, on our duty of loyalty to CSA.
- ii. Where we directly or indirectly have a conflict of interests (perceived, potential or actual) we are transparent and responsible by following the disclosure, approval and management processes set out in the CSA Conflict of Interests Policy.



The CSA Conflict of Interest Policy, which contains its policy and procedures on conflicts of interests, including annual declaration of interests, disclosures, approval and management of conflict of interests, is available here | [Link to policy on web](#)

3.2. Gifts & entertainment

We ensure that gifts and entertainment are appropriate and do not influence decision making.

- i. We may offer and accept reasonable, proportionate and bona fide corporate gifts and hospitality, solely as a mark of respect or friendship or reasonable business practice, provided that:
 - a) such gifts or hospitality are in line with the prevailing norms in the relevant industry (for example, gifts of nominal value; match tickets and hospitality; corporate golf days);
 - b) no dishonest advantage is thereby gained and there is no conflict of interest;
 - c) any such gifts or hospitality (or other benefits) that are (individually or in aggregate) are dealt with in terms of the CSA Gift Policy.
- ii. We will not accept any gift, hospitality or other benefit that is intended, or may reasonably be construed as being intended to influence our decision-making.



Extra care must be taken when gifts are offered by suppliers, other commercial partners and parties who might want to influence the awarding of CSA commercial contracts, particularly for media rights, events and sponsorship.

- a) We never accept any cash gift.
- b) We do not offer or accept any gift, payment or other benefit (whether of a monetary value or otherwise) which is illegal or in circumstances that a reasonable person might consider could bring us or the sport of cricket into disrepute.



The CSA Gift Policy, which contains its policy and procedures on the giving and receiving of gifts and hospitality, is available here | [Link to policy on web](#)

3.3. Anti-fraud & corruption

We reject all forms of corruption and unethical business practices.

- i. We refrain from committing or associating ourselves with any acts of fraud, theft, corruption and economic crime and are obligated to report any suspicions thereof.
- ii. CSA has a zero-tolerance policy to fraud, theft, corruption and other economic crimes. All allegations of this nature are investigated and remedied (where applicable) within the full extent of the law.



The CSA's Fraud & Corruption Policy, is available here | [Link to policy on web](#)

3.4. Betting, gaming & gambling

We prevent involvement in unethical or illegal gambling activities that could compromise the integrity of cricket.

i. Commitment to upholding the integrity of cricket

We will not engage or be involved, whether directly or indirectly, in any of the following:

- a) Betting on any match or event in which Cricket SA, a Franchise or an Affiliate is represented;
- b) Inducing or encouraging any third party to bet on any such match or event;
- c) Contriving or attempting to contrive a result in any cricket match or event;
- d) Receiving money or any other benefit from any third party in exchange for the provision of information relating to any teams or match conditions;
- e) Receiving or providing any money or any other benefit which could bring us or the game into disrepute; or
- f) Engaging in any conduct which is prejudicial to the interests of the game of cricket and CSA.

If we are aware of the above conduct by any CSA Representative or stakeholder, we are bound to report this.

ii. Sponsorships by betting organisations

- a) We understand the important role sponsorships play in supporting cricket, and to maintain the highest standards of integrity, any sponsorship involving betting of gambling companies must align with the values and ethical principles set out in this Code of Ethics.
- b) We may enter into sponsorship agreements with betting or gambling companies, but only under the following conditions:
 - We will openly disclose all sponsorship agreements with gambling companies to ensure that stakeholders understand the nature of these partnerships.
 - Sponsors will not have access to match-related information or influence any aspect of match outcomes.
 - Sponsorships will not influence the behaviour of players or officials in any way.
 - We will continue to educate CSA Representatives about the risks of gambling-related corruption and ensure we understand our responsibilities.

- iii. Relationships with betting organisations
- a) CSA Representatives may not have any business association, or enter any business arrangement, with any person or company which engages in betting or gambling activities that results in the payment of money or the granting of benefits to, or by, the CSA Representative, outside of the CSA’s ordinary remuneration.
- b) No member of the CSA’s immediate family (including in-laws) may have a controlling interest in a betting organisation, have a substantial interest in a betting organisation, or be employed in the day-to-day-operational control of a betting organisation.



The CSA’s Safeguarding policy, which deals with protection from harassment and abuse at CSA is available here | [Link to policy on the web](#)

4. RESPECT

We foster an inclusive, diverse, safe and ethical environment.

4.1. Diversity, Equity and Inclusion (DEI)

We create equal opportunities and foster an inclusive culture.



Given the social value of sport to positively influence youth, community development and health, and its important role in building national cohesion, as well as to acknowledge the systemic exclusions during the apartheid era and the way power and ‘old cultures’ have been repeated in many ways in the past 30 years since unity, CSA believes that [diversity, equity and inclusion have] to be fully understood, internalised and made concrete in every sphere of CSA’s operations and restructuring programmes it has implemented – from Board level to the national team and down to the grassroots.

CSA Memorandum of Incorporation, Schedule 4, clause 3.1.1

- i. We embrace South Africa’s diversity as a strength.
- ii. We value diversity and reject of any form of discrimination of whatsoever nature, whether direct or indirectly.
- iii. We ensure that diversity, equity and inclusion remain front and centre so that the sport of cricket can serve as the vehicle for social change.
- iv. We base our activities on fairness, which includes inclusivity and non-discrimination.

4.2. Harassment and bullying

We always treat all stakeholders with dignity and respect.

- i. We ensure that CSA Representatives work in safe and respectful environment that is free of harassment or bullying.



Harassment can include actions, language, written words or objects that create an intimidating or hostile work environment, such as:

- Yelling at or humiliating someone
- Physical violence or intimidation
- Unwanted sexual advances, invitations or comments
- Visual displays such as derogatory or sexually oriented pictures or gestures
- Physical conduct including assault or unwanted touching
- Threats or demands to submit to sexual requests as a condition of employment or to avoid negative consequences



Bullying includes behaviours such as:

- Spreading malicious rumours or gossip
- Excluding or isolating someone socially
- Establishing impossible deliverables
- Withholding necessary information or purposefully giving the wrong information
- Intimidating someone
- Impeding someone’s work
- Unfairly denying training, leave or promotion
- Constantly changing work guidelines
- Sending offensive jokes or emails
- Criticizing or belittling someone constantly
- Tampering with a person’s personal belongings or work equipment

4.3. Child safety

We protect the rights and safety of children in our care.

- i. We place focus on children’s rights and protect all children under the care and responsibility of CSA from maltreatment, neglect, abuse, all forms of sexual exploitation, sexual assault, discrimination based on gender, race, age, ethnicity, ability, sexual orientation and religious beliefs.
- ii. In all proceedings, actions, or decisions in a matter concerning a child, we must:
 - a) respect, protect, and promote the child’s rights as set out in the Bill of Rights in the Constitution of the Republic of South Africa;
 - b) respect and protect the best interests of the child, which shall be of paramount importance in every matter concerning the child;
 - c) respect the child’s inherent dignity;

- d) respect the child’s privacy;
- e) treat the child fairly and equitably;
- f) protect the child from unfair discrimination on any ground;
- g) recognise a child’s need for development and to engage in play and other recreational activities appropriate to the child’s age, and
- h) recognise a child’s disability and create an enabling environment to respond to the special needs the child has.



The CSA’s Safeguarding policy, which deals with protection from harassment and abuse at CSA is available here | [Link to policy on the web](#)

5. ETHOS OF THE CODE

5.1. Playing by the rules: protecting our wicket

Just as a batter must protect their wicket to stay in the game, every individual in our organisation must protect these ethical foundations. If a stump is knocked down or the bail falls, it signifies an ethical failure, leading to disciplinary action, reputational damage, or exclusion from the organisation.

By upholding our Code of Ethics, we keep our wicket standing and ensure that cricket – both on and off the field – is played with honour, responsibility and fairness. Together, we defend the future of the game.

5.2. Keeping the wicket strong

A wicket is not only protected by the batter – the entire team works to keep it safe. In our organisation, we keep our ethical culture strong by ensuring that ethical issues are identified, addressed, and prevented through:

C. IMPLEMENTING THE CODE

1. ETHICAL DECISION-MAKING

We ensure that our decisions align with our values and ethical standards.

If the answer to any of these questions is **NO** then don't go ahead



If you need advice or guidance when making a decision about an ethical matter, speak to your manager, or the CSA Ethics Officer (CSA Company Secretary)

2. ADVICE MECHANISMS

If you need advice or guidance when making a decision about an ethical matter, speak to your manager, or the CSA Ethics Officer (CSA Company Secretary).



CSA ETHICS OFFICER (CSA COMPANY SECRETARY)

Name: Viwe Mngambi | **Phone:** (011) 880 2810 | **Email:** ViweM@cricket.co.za

3. BREACH

Any infringement by CSA Representatives of the Code of Ethics will constitute a breach of policy and will be handled appropriately according to the existing procedures most suitable for the breach being alleged. Corrective actions may be corrective or punitive, and which could result in suspension or termination of the relationship with CSA.

4. REPORTING MECHANISMS (WHISTLEBLOWING)

We are committed to conducting business with integrity and encourage a culture of intolerance to wrongdoing.

4.1. Duty to report

CSA Representatives must report suspected unethical or illegal conduct.

4.2. Non-retaliation

CSA forbids retaliation against anyone who makes a good faith report of suspected misconduct or otherwise assists with an investigation or audit.



The whistleblower policy sets out the rules and procedures for those who report wrongdoing as well as how they are protected from retaliation. It is essential for CSA Representatives to know and understand this policy, which is located here | [Link to policy on the web](#)

4.3. Reporting channels

To report suspected unethical or illegal conduct, go to the most suitable reporting channel:

- i. Speak with your manager
- ii. Contact Human Resources
- iii. Contact the Risk & Compliance Manager
- iv. Contact the Company Secretary
- v. Contact the hotline



WHISTLEBLOWING HOTLINE CONTACT DETAILS Toll-Free: 08000 00 536
Email: cricketsa@tip-offs.com
Website: www.tip-offs.com
Free Post: Tip-offs Anonymous, Free Post KZN 138, Umhlanga Rocks, 4320
Free Fax: 0800 00 77 88



The Protected Disclosures Act 26 of 2000 and the **Protected Disclosures Amended Act 5 of 2017** cover the law which protects internal stakeholders from retaliation by their organisation. This legislation can be accessed here | [Link to Act on Web](#)

5. INVESTIGATIONS & CORRECTIVE ACTIONS

We ensure that investigations into allegations of unethical and illegal conduct are done responsibly.

- i. We conduct fair investigations that respect the rights of all the parties involved.
- ii. We ensure that allegations are investigated by sufficiently authorised, resourced and impartial investigators.
- iii. We use just and legal process to adjudicate matters.
- iv. We ensure that appropriate corrective actions are taken and that we learn from incidents.
- v. We investigate, adjudicate, and resolve matters timeously.
- vi. We communicate responsibly communicate with the appropriate stakeholders.