



Gambling Policy

This policy is about the protection, integrity and wellbeing of our people. From an employee's first day at SP Hunters, our aim is to set you up for success and for you and your family to be safe from any criminal elements who may be associated with corrupt and illegal activity. It is critical that all people working with (or volunteering for) SP Hunters are aware of what constitutes acceptable and unacceptable gambling activity.

Purpose

To protect the reputation of employees, SP Hunters and all associated competitions and Clubs by providing a framework, details and rules relating to the prohibition of gambling in relation to Rugby League by employees and contractors.

Policy Elements

1. No betting on Rugby League

A SP Hunters Employee or Contractor must not place a bet, have someone else place a bet on their behalf, or facilitate, assist or be involved in any way in the making of a bet in relation to any Rugby League Match, league/competition ladder or other rugby league related matter (nationally or internationally) including but not limited to:

- NRL Premiership competitions including NRLW competitions;
- Youth competitions;
- Dally M Awards and other Player Awards;
- State of Origin Series;
- Test Matches;
- Four Nations;
- Rugby League World Cup;
- Super League;
- Auckland Nines;
- Intrust Super Cup competition;
- State League Major Competitions;
- Trial Matches;
- Any other Rugby League related competition or Match;
- Any other Rugby League related matter

The simple thing to remember is that as an SP Hunters Employee, Contractor or Volunteer you cannot bet on rugby league.

2. Corruption & Match-fixing

- A SP Hunters Employee, Contractor or Volunteer must not influence, or attempt to influence, the course or result of a Match in exchange for any bribe, benefit or reward.
- In any case where a SP Hunters Employee, Contractor or Volunteer has received an approach or offer of this kind, they must immediately report that approach or offer to the Managing Director or Human Resources.

3. Confidentiality & Inside Information

- An Employee, Contractor or Volunteer must not provide, directly or indirectly, any information that is not in the public domain to any other person in relation to any rugby league Match, the composition and progress of the teams, player injuries, tactics or rugby league competitions.



4. Notification

- Any employee or contractor who is suspicious of gambling activity or is approached to engage in any conduct that is prohibited by the Gambling Policy must notify the Managing Director or Human Resources immediately.

5. Exceptions – Free Tipping & Fantasy Competitions

- Prior to the commencement of each NRL Telstra Premiership competition SP Hunters will communicate the opportunity for employees to participate in the following:
- No reward will be provided to the winners of these internal competitions.
- Employees & Contractors are also permitted to enter other free tipping or fantasy competitions where no entry fee or “stake” is required to participate. Any tipping or fantasy competitions which involve a payment or wager to play, or that are run by or in connection with a betting operator, cannot be played.
- Employees or Contractors who receive a prize from such a free tipping or fantasy competition must notify Human Resources when it is awarded. Employees and Contractors are permitted to keep prizes up to a value of \$500. If the value is over \$500, the Senior Leadership Team will make arrangements for the prize above that value to be donated to a registered charity.

6. Breaches of the Gambling Policy

- Any breaches of this Policy will result in an investigation. SP Hunters has the ability to obtain all documents in the possession or control of an Employee, Contractor or Volunteer that are relevant to the investigation. Any breaches of this Policy may result in disciplinary action, up to and including termination of employment. Serious breaches that may be of a criminal nature will be referred to the relevant authority.
- Employees, Contractors & Volunteers should note that NRL has the ability to access and monitor Betting Agency data relating to betting on rugby league to ensure compliance with these obligations.

7. Employee Assistance Program

- The SP Hunters has an EAP program that is available to all employees and their immediate family to support and provide guidance in relation to gambling issues. If any assistance is required, employees can contact the EAP service on **1300 360 364**. This is a free and confidential service and employees are encouraged to seek assistance if required.

Commented [SB1]: Do you want an EAP provider?

Commented [S2]: Jeremy, do we want to go down this path? Is there any in PNG to access?

Breaches

Breaches of SP Hunters Policies are treated seriously with outcomes including disciplinary action and even termination of employment.

Scope

This Policy applies to all employees, contractors and volunteers.

Mr Stan Joyce

Mr Jeremy Edwards

Chairman

Director/Secretary

Papua New Guinea Hunters Rugby
Football Club Limited

Papua New Guinea Hunters Rugby
Football Club Limited