

SAFARI CLUB INTERNATIONAL **POLICIES & PROCEDURES**

Updated as of November 19, 2025

EXPLANATION: This document contains all the policies and procedures of SCI which are binding on members. Unless otherwise stated, words and abbreviations have the same meanings as in the Bylaws.

Table of Contents

1. MEMBERS.....	9
1.1 Type of membership	9
1.2 Membership list privacy.....	10
1.3 Surveys of membership	10
1.4 Defense of member jailed abroad.....	10
2. BOARD OF DIRECTORS.....	10
2.1 Felony plea.....	10
2.2 Director-at-large, duties and responsibilities.....	10
2.3 Fundraising at Board meetings.....	11
2.4 Distribution of minutes.....	11
2.5 Litigation against SCI	11
2.6 Raffle Tickets and other Fundraiser games of chance Purchases.....	11
3. EXECUTIVE COMMITTEE	12
3.1 Distribution of minutes.....	12
3.2 Record Book participation	12
3.3 Travel.....	12
3.4 Finance and Investment Committee prior review of decisions having material financial implications.....	12
3.5 Appointments to boards of other organizations	13
4. CHAPTERS	13
4.1 Requirements for the grant of a charter.....	13
4.2 Chapter Membership	13

4.3 Mission	13
4.4 Start-up funding.....	14
4.5 Attendance at SCI Board Meetings Each Year	14
4.6 Minimum Contribution	14
4.7 Reporting obligations	15
4.8 Compliance monitoring	16
4.9 Membership and Chapter Development Committee Role.....	17
4.10 Chapter logos and use of Intellectual Property	17
4.11 Exempt status.....	17
4.12 Financial year.....	18
4.13 Chapter meetings.....	18
4.14 Chapter Bylaws.....	18
4.15 Liability insurance	18
4.16 Chapter Stationery	18
4.17 Litigation on hunting and wildlife issues.....	18
4.18 Relationship with SCI	18
4.19 Soliciting donations to Chapters	18
4.20 Chapter awards	18
4.21 Regional Representatives.....	20
4.22 Litigation against SCI.....	21
4.23. Compliance requirements for international chapters outside Canada and Europe.....	21
4.24 Chapter dissolution; transfer of assets to SCI.	22
4.25 Administration of chapter contributions.	22
5. ELECTIONS	23
5.1 Election preparations	23
5.2 Candidates Forum	24
5.3 Ballots.....	24
5.4 Order of elections.....	24
5.5 Unopposed candidates	24

5.6 Nominations from the floor	24
5.7 Confirmation of electronic ballots; collection and counting of paper ballots	24
5.8 Regional Representatives	24
5.9 Election forms.....	25
5.10 Petition Forms	25
5.11 Proxy voting letter	25
6. CONFLICTS OF INTEREST AND USE OF SCI PROPERTY	25
6.1 Identifying potential conflicts of interest	25
6.2 Duty of disclosure	26
6.3 Procedure for dealing with a potential conflict of interest	26
6.4 Compensation Committees.....	27
6.5 Use of SCI Property	27
6.6 Annual statements.....	28
7. INTELLECTUAL PROPERTY.	28
7.1 Background	28
7.2 Use of IP	28
7.3 All IP Agreements - the following shall apply to all IP agreements, except where stated:	28
7.4 Chapters, Sponsors, Auction Donors, Members, Third parties	29
7.5 Central Database	30
7.6 Logos	30
7.7 Protection of IP	30
8. PERSONS SUING SCI.....	30
9. DOCUMENT RETENTION AND DESTRUCTION.....	30
9.1 Scope, binding nature of this policy	30
9.2 Record retention	31
9.3 Disposable Information.....	31
9.4 Eliminate unnecessary records	31
9.5 Documents that warrant special consideration	31

9.6 Exceptions.....	31
9.7 Special exception in the event of a litigation/legal hold memo.....	31
9.8 APPENDIX: Record Retention Schedule	32
10. PROTECTING SCI'S TAX-EXEMPT STATUS	38
10.1 Distribution of property	38
10.2 Periodic reviews	38
10.3 Joint ventures.....	38
10.4 IRS Form 990.....	38
11. COMPENSATION.....	39
11.1 Purpose	39
11.2 Officers and other directors	39
11.3 Employees	39
12. NON-DISCRIMINATION	40
13. WHISTLEBLOWING.....	40
13.1 Scope of the Policy.....	40
13.2 Reporting Procedure.....	40
13.3 Investigation and Response.....	41
13.4 Protection from Retaliation.....	41
13.5 Disciplinary Action.....	41
14. INDEMNITY FOR STAFF ATTORNEYS	41
15. CLAIMING EXPENSES.....	42
15.1 When can I claim?	42
15.2 What can I claim?	43
15.3 How do I claim?	45
15.4 Exceptions	46
16. POLICIES AND PROCEDURES FOR ALL STANDING COMMITTEES.....	46
16.1 Felony plea.....	47

16.2 Budgets.....	47
16.3 Limit meetings during convention.....	47
16.4 Contacts with corporate counsel	47
16.5 Denial of membership benefits	47
17. AUDIT COMMITTEE	47
17.1 Write-offs.....	47
18. AWARDS AND RECOGNITION COMMITTEE	48
18.1 Changes to award criteria	48
18.2 Indemnity required from applicants.....	48
18.3 Application.....	48
18.4 Procedures for the McElroy Award, International Hunter Award, Hall of Fame Award, Professional Hunter of the Year Award, Young Hunter Award and Diana Award	48
19. BYLAWS COMMITTEE	51
20. CITES COMMITTEE.....	52
20.1 Responsibilities.....	52
20.2 During a CoP	52
21. CONVENTION COMMITTEE	52
21.1 Mission and Objectives:.....	52
21.2 Committee Structure:.....	52
21.3 Meetings:.....	52
21.4 Sub-committees:	53
21.5 Exhibitor Advisory Group:	54
21.6 Staff support:.....	54
21.7 Dedicated auction donations	54
22. ETHICS AND CODE OF CONDUCT COMMITTEE.....	54
22.1 Ethical policies.....	54
22.2 Flagging the Membership Database.....	55
22.3 Vetting applications for membership	56

23. EUROPE COMMITTEE	56
23.1 Application.....	56
23.2 European focus	56
23.3 Financial.....	56
23.4 Expenses.....	58
23.5 Management of the Association	58
23.6 Conservation, Education and Humanitarian projects.....	59
23.7 Awards	59
24. GOVERNMENTAL AFFAIRS COMMITTEE	60
24.1 Mission and objectives.	60
24.2 Composition, staffing and Committee member duties	60
24.3 Developing positions.....	60
24.4 Record of positions	61
24.5 SCI-PAC.	61
24.6 Litigation.....	61
24.7 Legal Task Force	62
24.8 Grants or awards to public officials.....	62
25. INTERNATIONAL AFFAIRS AND DEVELOPMENT COMMITTEE.....	62
25.1 Mission and objectives.	62
25.2 Structure.	62
25.3 Affiliate Memberships.....	62
25.4 International Chapter of the Year.	62
25.5 International Legislator of the Year.	62
26. MEMBERSHIP AND CHAPTER DEVELOPMENT COMMITTEE.....	62
26.1 Mission and Objectives – the committee shall be responsible for membership and Chapter growth, membership retention and enrichment, and Chapter services. It shall:.....	62
26.2 Structure	63
27. COMMUNICATIONS	63

27.1 Tag lines	63
27.2 Media appearances	63
27.3 Publications Mission	64
27.4 Publishing Schedules	64
27.5 Safari Magazine	64
27.6 Prohibited advertising.....	64
27.7 Competing Record Books.....	65
27.8 Internal recharges.....	65
27.9 Chapter discounts.....	65
27.10 Complimentary Record Books	65
27.11 Trading publications	65
 28. RECORD BOOK COMMITTEE (RBC)	 65
28.1 Structure of the Record Book Committee (RBC)	65
28.2 Categories; Methods of Hunting	67
28.3 Requirements for Entries	70
28.4 Review and approval of Entries	73
28.5 Measuring.....	77
28.6. Procedures for Scoring Trophy Rooms	79
28.7 Hunt Reports	80
 29. LIFE HUNTER ADVOCATE SOCIETY AND ENDOWMENT.....	 81
29.1 Establishment and Purpose of the Life Hunter Advocate Society.....	81
29.2 LHAS Endowment	81
29.3 Protected Reserve	81
29.4 LHAS Governing Body	81
 30. SABLES	 82
 31. DEVELOPMENT ACTIVITIES BY SENIOR STAFF	 82
31.1 Policy.....	82
31.2 Definitions.....	83

31.3 No Reimbursements to Senior Staff; Only Direct Pay by SCI or SCI Foundation.	84
31.4 Lodging, Meals, Transportation – Limited Reimbursements.....	84
31.5 Certain Hunting Expenses – Not Paid/Reimbursed.....	84
31.6 Spousal/Partner Travel Expenses – Not Paid/Reimbursed.....	84
31.7 Raffle Tickets, Auction Items, Etc. – Not Paid/Reimbursed.	84
31.8 Entertainment Expenses as Taxable Income.	84
31.9 Report of Development Activity.....	85
32. WILDLIFE AND HUNTING POLICIES.....	85
32.1 Primary Prey Reduction to Benefit Caribou Populations in British Columbia, Canada.....	85
33. OTHER POLICIES.....	87
33.1 Russia	87
33.2 Investment Guidelines.....	87
34. 501(C)(3) CHAPTER CONTRIBUTIONS ADVISORY PANEL	87
34.1 Establishment and Purpose	88
34.2 Receipt and Holding of Contributions from 501(c)(3) Chapters	88
34.3 Expenditures and Disbursements from the 501(c)(3) Chapters Account.....	88
APPENDIX 1 – ETHICS AND CODE OF CONDUCT COMMITTEE RULES OF PROCEDURE	88
1. Initiation of a case; requirements for complaints.	89
2. Decision to Proceed; Notice; Opportunity to respond.	90
3. Investigation of the case; availability of information.....	91
4. Finding of Violation or Dismissal.....	91
5. Notice of Violation; opportunity for a hearing.	92
6. Hearing.	92
7. Decision by the Committee.....	93
8. Notice of finding and sanction.....	93
9. Action by the Board of Directors.....	93
10. Confidentiality.....	94

11. Jurisdiction of the Committee.....	95
12. Recusal	95
13. Probation	96
14. Interpretation of these rules.....	96
15. Notices.....	96
 APPENDIX 2 – ELECTION FORMS.....	 96
a. Petitions (with the number of signatures required in the Bylaws)	97
b. Code of Conduct.....	97
c. Declaration of Ethical Standards	98
d. Policy Regarding Staff and Volunteers.....	101
e. Disclosure Statement.....	102
f. Proxy voting letter.....	104

1. MEMBERS

1.1 Type of membership

The types of SCI membership are:

Member (National, International, Non-Subscribing Spousal Non-subscribing).

Life Member (National, International Non-Subscribing and Spousal Non-subscribing). Life membership is non-transferable, non-refundable and terminates on death. Non-subscribing Members and Non-subscribing Life Members do not receive publications. Spouses and children of Life Members may become Spousal Non-subscribing members without having their own memberships.

Company Member. Companies must be Company Members in order to exhibit at an SCI convention or make a donation to SCI. A primary representative of the company shall be registered in respect of the membership, but it shall extend to all employees representing that company at convention. Any employee conducting personal business at convention must obtain a separate membership.

Affiliate Member Organization. Any membership organization that supports the mission and goals of SCI may become an Affiliate Member Organization upon approval of the Board. An Affiliate Member Organization must confirm support for SCI's mission and goals and agree to any terms required by the Board or any agreement with SCI. A government organization that has responsibility for wildlife management and conservation can also qualify as an Affiliate member.

Ambassador Member. The Executive Committee or the Board may bestow Ambassador Membership on a world or national leader who has encouraged, supported and actively participated

in hunting sports and in wildlife or wildlife habitat conservation work. It is bestowed for life free of charge and allows free admission to any SCI convention and dinners at convention.

1.2 Membership list privacy

The SCI membership list is privileged and confidential, and is for the exclusive use of SCI, except:

1.2.1 Where approved by the Executive Committee or the Board; or

1.2.2 By Members other than corporate members in connection with Chapters.

Chapter membership lists will be released only with the express permission of that Chapter, and only to another Chapter President, the Chapter's Regional Representative, Chapter liaison staff or a third party mail distributor, for use only in connection with SCI business.

Any membership list supplied shall be used on one occasion only for the purpose for which it was requested, and the recipient shall take all reasonable steps to ensure it is not copied or used for an unapproved purpose.

1.3 Surveys of membership

Any survey to be sent to any SCI members must be approved in advance by the Executive Committee.

1.4 Defense of member jailed abroad

If a hunter or outfitter is detained in connection with a hunt outside his country of citizenship or residence, SCI may request or demand of the authorities in the country of detention that he is given due process of law in that country and appropriate and humane treatment as required under international law.

2. BOARD OF DIRECTORS

2.1 Felony plea

Any member who has been convicted of or pled guilty to a felony shall not hold a significant leadership position in SCI.

2.2 Director-at-large, duties and responsibilities

2.2.1 Organization

- (a) The DALs shall meet monthly.
- (b) The DALs shall annually select one of the DALs to serve as a host of the monthly DAL meetings and to lead the organization of discussions and activities by the DALs. The host shall serve as a liaison to the President and keep him informed about the meetings and activities of the DALs.

2.2.2 A Director-At-Large (DAL):

- (a) Shall submit a Committee Request Form each year in order to volunteer for committee service, and if selected must serve on at least one committee; The CEO will submit a report to the EC, along with a copy to all DALs, on the submission of Committee Request Forms.

- (b) Should, when feasible, considering travel and other costs, assist with chapter events and SCI initiatives. A DAL should work to keep chapters involved in SCI projects, missions, goals, events, and keep an open line of communication with the chapter presidents so that the chapter presidents may be fully aware of current happenings within SCI.
- (c) Act as an ambassador for SCI, which includes involvement with local Chapters, representing SCI at hunting community functions or shows or as a Measurer, writing articles and supporting the work of a Regional Representative.
- (d) Join a DAL forum during the summer Board meeting, if offered, by remote means if necessary.

2.3 Fundraising at Board meetings

An attendee may make a fundraising appeal at a Board meeting only with prior approval of the Executive Committee. A written request must be submitted to the Executive Committee at least 30 days before the Board meeting. If approved, the appeal shall be made after Chapter contributions have been presented.

2.4 Distribution of minutes

Minutes of a Board meeting shall be distributed within 14 days of the meeting.

2.5 Litigation against SCI

The approval of the Executive Committee or the Board of directors must be obtained before any SCI Board member or Chapter sues SCI, the SCI Foundation, a Board member of SCI or the SCI Foundation, or another Chapter in connection with SCI or the SCI Foundation. “Sues” includes any civil action in any forum.

2.6 Raffle Tickets and other Fundraiser games of chance Purchases

2.6.1 Unless otherwise precluded by the rules of the fundraising activity or some other SCI policy, SCI Executive Committee Members, SCI Board of Directors Members, and their Family Members (individually, an “Eligible Board Purchaser”) are eligible to purchase sweepstakes entries, raffle tickets, and/or chances for door prizes, and to participate in similar fundraising activities held for the benefit of SCI, SCI Foundation, SCI Chapters and/or Sables; ***provided, however,*** in any such fundraising activity where an Eligible Board Purchaser has chosen to participate, such Eligible Board Purchaser shall not:

- a) Accept any entries, tickets, chances or opportunities except on the same terms and conditions as all other participants;
- b) Participate in any manner in selection of a winner of a prize(s) (e.g., no drawing a winning ticket, no holding a container of tickets); and
- c) Influence in any manner the selection of a winner of a prize(s).

2.6.2 For purposes of this rule, “Family Members” means spouses, significant others, parents, grandparents, children, grandchildren, and siblings (and any of their respective spouses) of an SCI Executive Member or SCI Board Member.

2.6.3 This rule is intended to further promote transparency in all fundraising activities and ensure that all members of the SCI Executive Committee, the SCI Board of Directors or a Family Member of such individuals are free from any appearance of conflicts of interest in games of chance. All

fundraising activities in furtherance of the missions of SCI, SCI Foundation, SCI Chapters and Sables are encouraged.

2.6.4 No member of the SCI or SCIF staff is eligible to purchase sweepstakes entries, raffle tickets, and/or chances for door prizes, or to participate in similar fundraising activities held for the benefit of SCI, SCI Foundation, SCI Chapters and/or Sables.

3. EXECUTIVE COMMITTEE

3.1 Distribution of minutes

Minutes of an Executive Committee meeting shall be distributed within 14 days of the meeting.

3.2 Record Book participation

Participation in the Record Book is not mandatory for Executive Committee members.

3.3 Travel

All approved travel by Executive Committee members must be recorded in the minutes.

3.4 Finance and Investment Committee prior review of decisions having material financial implications

3.4.1 The policy of SCI is to make decisions in a business-like manner, meaning that the costs of decisions are known and are weighed against the benefits of the actions.

3.4.2 Prior to making a decision on any matter with material financial implications, the EC shall consider the views of the Finance and Investment Committee as set forth below.

(a) The Finance and Investment Committee, working with the CEO, shall be tasked with providing additional, relevant, and timely business insights and financial scrutiny to the EC regarding decisions or transactions that may produce material profit, loss, or financial commitments for SCI, including, but not limited to, the following:

- Purchases, financing, and/or long-term leases or rental of real estate;
- Investments, joint ventures, and/or partnerships with third-party entities;
- Mergers and/or acquisitions with third party entities;
- Acquisition or disposition of assets or operations that have been suggested or reviewed by the current Business Task Force or any similar committee or body that may be established;
- Originating or refinancing loans between SCI and other entities; or
- Any other transactions which could have a material financial impact on SCI.

The term “material” shall mean any transaction which exceeds the greater of \$200,000 or 1% of budgeted gross receipts for the current year.

3.4.3 This policy is not intended to limit or hinder the CEO’s ability to make timely decisions on business matters in carrying out his responsibilities under the Bylaws and the Strategic Plan, but rather to provide an additional layer of insight and scrutiny on the terms of such transactions to help ensure that the financial implications are appropriate.

3.4.4 The requirement for review by the Finance and Investment Committee does not apply to normal SCI operations, such as the Annual Hunters' Convention, that have already been considered during the budgeting process.

3.4.5 The Finance and Investment Committee shall be provided with all the necessary information required to properly evaluate the proposed transaction.

3.5 Appointments to boards of other organizations

In the event that SCI has the opportunity to nominate or appoint an SCI member to the board or other governing body of another organization that deals with hunting, hunters rights, firearm rights, wildlife conservation or any similar matters, the nomination or appointment must be made by the President and confirmed by the Executive Committee. Appointments by the EC to positions on the SCI Foundation Board are covered by provisions of the Foundation's Bylaws.

4. CHAPTERS.

[Parliamentarian's Note: This policy supplements Articles 3 and 7 of the Bylaws.]

4.1 Requirements for the grant of a charter

The following must be received by SCI at least 45 days in advance of the meeting where it will be considered:

4.1.1 At least 15 SCI members who wish to be Chapter members, except for Canadian Chapters, where only 12 members are required for the calendar year in which it is chartered;

4.1.2 A geographical focus and name, unless the Membership and Chapter Development Committee agrees otherwise e.g. a name reflecting a function;

4.1.3 A sublicensing agreement with SCI governing its use of SCI's intellectual property.

4.2 Chapter Membership

On the second anniversary of the date a chapter receives a charter, there shall be at least 25 active Chapter members, and Chapters shall continue to try to increase this. To be eligible for Chapter membership, an individual or entity must be a member of SCI, or, in respect of a Sables division of a Chapter, a Sables member, and shall only be eligible for life membership of a Chapter if a life member of SCI. The types of membership of a Chapter must not be inconsistent with those of SCI. Chapter membership fees shall be determined by the board of the Chapter. At least 50% of the members must reside in the country in which the Chapter is organised, and in the geographic area within that country where it carries out its activities.

4.3 Mission

Chapters must act in support of the missions and objectives of SCI. Chapters will be considered to have met this requirement if they can demonstrate involvement in:

4.3.1 Engaging in hunter advocacy;

4.3.2 Educating the public on the constructive role of hunters, including providing funds to SCI and the SCI Foundation for this purpose;

4.3.3 Conservation projects;

4.3.4 Humanitarian activities demonstrating the constructive role of hunters;

4.3.5 Donating more than the required minimum to SCI or the SCI Foundation.

4.3.6 Chapters in the USA, Canada and Mexico should demonstrate three of the above, other Chapters one of the above.

4.4 Start-up funding

Once chartered, a Chapter may apply to SCI for a loan of up to \$2,000 to cover start-up expenses. The Chapter Board members must sign loan documentation provided by SCI, which will require the loan to be repaid within 90 days of a fundraiser to be held in the 12 months after chartering, and make Chapter Board members personally liable to repay the loan. Failure to repay the loan shall be considered a breach of this policy and so may lead to revocation of the Chapter's charter. The loan is subject to approval by the Membership and Chapter Development Committee Chair, Membership and Chapter Services Director and relevant supervisor. No more than \$20,000 may be loaned in the aggregate to all Chapters in any one fiscal year.

4.5 Attendance at SCI Board Meetings Each Year

The Bylaws (in Article 3) provide that most Board members must attend one Board meeting in a year, either in person or by teleconference where available. Although this does not apply to Chapter Presidents, the Membership and Chapter Development Committee wishes to encourage attendance, in person if all possible.

4.6 Minimum Contribution

The Bylaws require a Chapter to contribute 30% of the profits of its most successful fundraiser each calendar year to the general fund. The Bylaws also allow the Membership and Chapter Development Committee to prescribe a minimum amount. The minimum amounts are

4.6.1 For its first calendar year, zero;

4.6.2 For its 2nd and 3rd calendar years, US\$3,000;

4.6.3 For its 4th and subsequent calendar years, US\$5,000;

4.6.4

For the 5th and subsequent calendar years, it is expected that 30% of the profits from the Chapter's largest fundraiser shall exceed US\$5,000. If this is not so, the Chapter shall be considered non-compliant and the Membership and Chapter Development Committee will consider whether to recommend to the Board that the Chapter's charter is revoked.

4.6.5 In calculating the profits of a fundraiser, the deductions from gross revenue that are permitted in arriving at the required contribution shall be determined by the Audit and Membership and Chapter Development Committees. In the event that expenses which are not permitted are claimed, the Chapter shall be given 90 days to justify the deduction. If the Audit Committee does not, in its discretion, agree that the deduction should be allowed, the Chapter shall be considered to be noncompliant until an amount equal to 30% of the disallowed deduction is paid to SCI.

If a Chapter has a sister organization which holds fundraisers, the net proceeds of the most successful fundraisers of the Chapter and of its sister organization shall be aggregated.

The Bylaws permit the Board to waive a Chapter's minimum contribution, only for inability to pay. If the Board waives the Chapter's minimum contribution it remains noncompliant with this policy. A Chapter may only apply for a waiver if it is in all other respects compliant with the Bylaws and the Policies and Procedures, and may not apply for a waiver for two consecutive years. Requests for a waiver must be submitted in the form required by the Membership and Chapter Services Department. They shall include a plan for financial recovery of the Chapter approved by the Membership and Chapter Services Department, including action items for the relevant Chapter Service Specialist and Regional Representative, one year and three year goals, and specific areas of improvement for the Chapter.

There is no minimum contribution required from a Sables Committee within a Chapter, but it must contribute 30% of the net proceeds of its largest fundraiser to the Education/Sables Committee of the SCI Foundation. All payments shall be made in US dollars.

A Chapter's "sister organization" is one which is created or controlled by the Chapter, or under common control with the Chapter, or which has the same membership, or directly or indirectly contributes to the Chapter, or has the same or similar missions, purposes or objectives or is otherwise affiliated with the Chapter.

Contributions must be received by SCI no later than 90 days after the fundraiser likely to be the largest fundraiser in the Chapter's calendar year. Should a later fundraiser raise more, then the Chapter shall pay any additional amount within 90 days of that fundraiser and submit an amended report. Contributions may be made at any Board meeting held within those 90 days.

4.6.6 Each chapter is required by the SCI Bylaws to make an annual contribution to SCI of the greater of 30% of the profits of the most profitable fundraiser or the minimum set by the policy of the Membership and Chapter Development Committee (the "30% contribution"). While most chapters are tax exempt under Section 501(c)(4) of the Internal Revenue Code, some chapters are tax exempt under Section 501(c)(3), or under similar laws of other jurisdictions (referred to as "(c)(3) Chapters"). Governing tax laws require that the funds of (c)(3) Chapters must be used for purposes consistent with their tax-exempt status under Section 501(c)(3) ("exempt purposes") or the chapter risks loss of its own tax exemption.

Contributions from (c)(3) Chapters will be received by SCI in accordance with the terms and conditions of a Contribution Agreement between the contributing (c)(3) Chapter and SCI that restricts the use of the contributions to exempt purposes and provides for periodic reports from SCI back to the chapter on the use of the funds.

Contributions from (c)(3) Chapters shall be made to SCI and sent to the SCI Chief Financial Officer ("CFO"), with a notation to the effect that the chapter is a (c)(3) Chapter. SCI shall hold such contributions in a restricted account. The SCI CFO shall provide the 501(c)(3) Chapter Contributions Advisory Panel with a monthly accounting of the funds in the restricted account.

4.7 Reporting obligations

All Chapters must submit by 31 December, for the calendar year then ending, evidence of sending the minimum contribution to SCI; and an affidavit regarding their fundraisers in the following form:

[Annual Chapter Fundraiser Financial Report](#)

All US Chapters must also submit, within 6 weeks of the applicable due date: (a) a completed IRS Form 990; and (b) evidence that there were at least 25 active Chapter members throughout the calendar year.

Failure to comply with reporting requirements will result in the Membership and Chapter Development Committee considering whether to recommend to the Board that the Chapter's charter is revoked.

4.8 Compliance monitoring

If a Chapter is not in compliance with the SCI policies and procedures at the time notice of a Board meeting is given, the Membership and Chapter Services Department shall notify the Chapter president, the Membership and Chapter Development Committee and the SCI Secretary that by under Article 3 of the Bylaws, the Chapter president is no longer a Board member and so may not take part in that Board meeting.

If the Chapter becomes compliant again, the Membership and Chapter Services Department shall notify the Chapter president, the Membership and Chapter Development Committee and the SCI Secretary that the period of non-compliance has ended, and that under Article 3 of the Bylaws, provided that period of non-compliance ends at least 30 days before a Board meeting, the Chapter president will be able to participate as a Director.

In order to assist Chapters to comply with these policies and procedures and to avoid the risk of revocation of their charters by the Board, within 90 days of the due date for filing of the Chapter Annual Report, the Member and Chapter Services Department will score each chapter Green (fully compliant), Yellow (minor to moderate non-compliance) and Red (serious non-compliance).

A Chapter will be considered Green if it has provided written evidence to the satisfaction of the Membership and Chapter Development Committee that for the relevant calendar year it has:

- a) maintained at least 25 members throughout that calendar year;
- b) conducted one fundraiser in the relevant calendar year, and SCI has received the minimum amount required by these policies and procedures and an Annual Chapter Fundraiser Financial Report by the due dates;
- c) submitted the Annual Chapter Report and IRS Form 990 within six weeks of the applicable due date;
- d) entered any Chapter projects on the SCI chapter database;
- e) stated whether its President or proxy has attended an SCI Board meeting in person or in teleconference, and if not, the reasons for non-attendance.

If the Chapter is not Green, the Membership and Chapter Services Department will contact the Chapter in writing to ask for explanations. The chapter is required to respond within 90 days of that communication being sent. The relevant Chapter Services Specialist shall report monthly the current status of any Yellow or Red Chapters to the Membership and Chapter Services Committee. Red and Yellow Chapters shall not be entitled to benefit from any incentives available to Chapters, or to apply for grants or to participate in Chapter programs.

Chapters are reminded that under the Bylaws, failure to comply with these policies and procedures may result in the Membership and Chapter Development Committee recommending to the Board that it revoke the charter of the chapter. Prior to a recommendation of revocation to the Board, the relevant Chapter Services Specialist will

explore with relevant SCI members how the chapter may be brought into compliance and whether the formation of other chapters may be appropriate.

4.9 Membership and Chapter Development Committee Role

The Membership and Chapter Development Committee deals with all issues relating to Chapter membership and development. No other standing committee has jurisdiction in these matters and if these matters arise on other standing committees, they shall be submitted to the Membership and Chapter Development Committee for approval.

4.10 Chapter logos and use of Intellectual Property

4.10.1 A Chapter may only use the Intellectual Property of SCI and the SCI Foundation as contemplated by a sublicensing agreement and only until it terminates. [The agreement is here](#). A Sables committee of a Chapter may use the intellectual property on the same basis as the Chapter, but the Chapter may not grant any rights to use the intellectual property to any other person. Sister organizations must enter into their own sublicensing agreement with SCI. A Chapter's sublicensing agreement, and that of any sister organization, will be executed only after it is chartered and terminate when the Chapter's relationship with SCI terminates for any reason, including on revocation of its charter or dissolution of the Chapter. If a chapter is not in compliance with SCI's policies and procedures, the Membership and Chapter Development Committee may require the Chapter to stop using the intellectual property during the period of non-compliance.

4.10.2 New Chapter logos or alterations to logos must be approved by the Executive Committee as embodying the spirit and purposes of SCI prior to use. This does not apply if the proposed logo is only the SCI First for Hunters logo, which is the red SCI block letters with black "First for Hunters" tagline, with the addition of the Chapter's name. Chapters shall send any logo needing authorisation to the Membership and Chapter Development Committee chair for submission to the Executive Committee for approval, along with the recommendation of Membership and Chapter Development Committee for or against approval. If the Executive Committee does not approve the logo, it shall supply reasons. Chapter Presidents' training courses shall include Intellectual Property matters.

4.10.3 All Chapter logos of North American Chapters must include the SCI First for Hunters logo in its entirety as part of the logos. The font type of the SCI First for Hunters logo may not be altered. The SCI First for Hunters logo must be prominently featured in each Chapter logo, comprising at least one-eighth of each Chapter logo. The SCI block letters must be SCI's official red color (PMS 186), and the tagline must be black, except that the block letters and tagline may be completely black or completely white when on a red background. Any red used in a Chapter logo must be SCI's official red color (PMS 186). Chapters outside of North America are encouraged to follow these logo standards, and if the SCI First for Hunters logo is used as part of a Chapter logo, it must comply with these standards.

4.10.4 Chapter logos approved by the Executive Committee before January 1, 2025 are exempt from the requirements of Section 4.10.3. New or redesigned Chapter logos created January 1, 2025 or after must comply with the requirements of Section 4.10.3 and be submitted for approval if necessary pursuant to Section 4.10.2.

4.11 Exempt status

Chapters in the U.S. seeking exemption from US federal income taxes may apply for exempt status under Section 501(c)(3) of the Internal Revenue Code, or may join SCI's group exemption under

Section 501(c)(4) of the Internal Revenue Code. If joining SCI's group exemption, the Chapter shall submit to SCI all documents and information required to be filed with the Internal Revenue Service, including an authorisation for SCI to add the Chapter to the group. International Chapters not subject to US federal income tax are encouraged, but not required, to seek similar tax-exempt status where they are taxed.

4.12 Financial year

All Chapters shall adopt 1 July to 30 June as their financial year, except for those that were chartered prior to July 2011, which may have a financial year ending on March 31, June 30, September 30 or December 31.

4.13 Chapter meetings

A Chapter must hold at least the minimum number of meetings required by law.

4.14 Chapter Bylaws

Every Chapter must have a set of bylaws not inconsistent with the SCI Bylaws. The initial bylaws and any amendments to them shall be filed with the Membership and Chapter Services Department.

4.15 Liability insurance

Chapters outside the USA and Canada may request reimbursement of up to US\$1000 in respect of liability insurance for Chapter events, provided they have contributed at least \$5,000 to the SCI General Fund in that calendar year, and have provided proof of payment of the insurance premium.

4.16 Chapter Stationery

"First for Hunters" logo stationery, business cards and badges may be sourced from Membership and Chapter Services Department staff, but lion and shield logo stationery must be sourced by Chapters, having obtained artwork from the Membership and Chapter Services Department staff.

4.17 Litigation on hunting and wildlife issues

Chapters must consult with SCI's Washington DC office litigation staff before becoming involved in litigation on wildlife or sporting issues.

4.18 Relationship with SCI

Where a dispute or difficulty arises which is primarily a matter for a Chapter, SCI may offer advice and assistance, but will not be responsible for resolving that matter.

4.19 Soliciting donations to Chapters

SCI does not solicit donations on behalf of Chapters.

4.20 Chapter awards

4.20.1 Awards

The Membership and Chapter Development Committee may grant the following awards each year, based on recommendations from the Chapter Awards Subcommittee. In a particular year, the Committee may deem it appropriate to not grant any or all of the awards.

- (1) **Membership Growth (as a percentage):** This award is given to the chapter whose membership has grown the most, as a percentage increase. Only new SCI members count, not individuals who are already SCI members and join the chapter. This award is based on the SCI membership growth from the preceding fiscal year associated with each chapter. This award is not automatically awarded. Chapters must apply for this award. The SCI Membership Department will calculate membership growth for each applicant chapter and submit the percentages to the Chapter Awards Subcommittee.
- (2) **Revenue Growth (as a percentage):** This award is given to the chapter whose 30% contribution grew the most over the previous year, as a percentage. This award is not automatically awarded. Chapters must apply for this award. The SCI Membership Department will calculate revenue growth for each applicant chapter and submit the percentages to the Chapter Awards Subcommittee.
- (3) **Publications:** This award is given to the chapter with the best publication, regardless of medium. This category includes magazines (both print and digital) and newsletters (both print and digital). Publications are judged on, including but not limited to:
 - Overall quality
 - Description of SCI/Chapter, what we do, who we are, etc.
 - Ability for a prospective member to join SCI, including a membership form, QR code to membership, printable membership form
 - Articles including chapter-specific information, plus SCI-wide information
 - Listing of events, including dates and details
 - Branding (use of chapter logo and/or SCI logo)
 - Visuals including use of colors, fonts, and graphics
- (4) **Digital Presence:** This award is given to the chapter that demonstrates excellent digital presence, including website and social media. Chapters are judged on, including but not limited to:
 - Website
 - Ability for prospective members to join SCI via website
 - Description of SCI/Chapter, what we do, who we are, etc.
 - Listing of events, including dates and details
 - Ease of use
 - Branding (use of chapter logo and/or SCI logo)
 - Visuals including use of colors, fonts, and graphics
 - Social Media
 - Use of various platforms (Facebook, Instagram, X, TikTok, YouTube, etc.)
 - Ability for prospective members to find a link to join SCI
 - Mix of content to include chapter-specific as well as shares from SCI
 - Use of chapter-specific photos and videos highlighting events and members
 - Description of SCI/Chapter, what we do, who we are, etc.
- (5) **Community Impact:** This award is given to the chapter that has demonstrated the largest impact in its local community. This may include local projects (judged based on money/hours spent and scope of service), number of local events, the community's awareness of the chapter, and the chapter's overall involvement within its community.
- (6) **Chapter of the Year:** *one for chapters with 250 or more members; one for chapters with fewer than 250 members.* This award is given to the chapter demonstrating the greatest success overall. Everything from chapter activities, membership growth, revenue growth, fundraiser

success, community engagement, publications, online presence, and more are taken into consideration.

- (7) Top Gun: This award is given to the chapter demonstrating the greatest success across every category. Everything from chapter activities, membership growth, revenue growth, fundraiser success, community engagement, publications, online presence, and more will be taken into consideration. The chapter that wins this category cannot win any other awards the same year.
- (8) Diamond Conservation: This award is given to the chapter demonstrating the most outstanding conservation efforts. These efforts may be domestic, international, or both. This award is not for the chapter that spends the most money on conservation efforts, but rather the chapter that participates/funds/creates/sponsors/etc. the most outstanding conservation projects. The chapter that wins this category cannot win any other awards the same year.

4.20.2 Process

Awards will be for activities from the preceding fiscal year (July 1 – June 30). Applications must be filed by September 15 each year, unless otherwise stated.

Application for an award must be made on the official form provided by the Chapter Awards Subcommittee on the SCI website. The same form will be used for all awards. The form will provide basic information on the chapter and will be supplemented by the information about the chapter that is in the SCI database.

Chapters must apply for an award to be eligible, including the growth-based awards. Chapters must be in full compliance to receive an award. Except as noted for the Chapter of the Year award, all chapters are eligible to apply for each award regardless of chapter size or geographic location.

The Chapter Awards Subcommittee of the Membership and Chapter Development Committee will review each application and all available material regarding the chapter.

Chapters may win multiple awards in one year, except for Top Gun and Diamond Conservation. Whichever chapters win each of those awards are not eligible to win any additional awards in the same year. The same chapter cannot win both Top Gun and Diamond Conservation in the same year. Chapters may win the same award year after year.

Top Gun and Diamond Conservation Awards are in the form of physical trophies which will be maintained in SCI's offices and be displayed at the Annual Hunters' Convention and other events. The name of the winning chapter is added to the trophy each year. All chapters winning awards will receive recognition (plaque or certificate) and a prize such as a firearm or optics that could be used at fundraisers.

4.21 Regional Representatives

4.21.1 A Regional Representative is not required to visit all Chapters or attend all fundraisers in his Region, but must maintain contact with those Chapters and be aware of their activities;

4.21.2 Chapters may contribute to the cost of travel undertaken by a person in his capacity as Regional Representative, but must send the funds to the Director of the Membership and Chapter Services Department.

4.21.3 Subject to any other policy and auditing procedures, a Regional Representative may apply use those funds for any travel he undertakes in that capacity.

4.21.4 Regional Representative Award. An award may be granted each year by the Membership and Chapter Development Committee (MCDC) to the Regional Representative who has provided the best service to the chapters in his or her Region.

(1) Process: Nominations for the Regional Representative Award shall be made by the chapters. Nominations must be filed with the Chair of the Regional Representative subcommittee of MCDC no later than September 15, utilizing the official form provided by the subcommittee and published on the SCI website. The subcommittee shall recommend an awardee, if any, by scoring each nominee on a scale of 1 to 10 on meeting or exceeding all of the requirements for Regional Representatives in the SCI Bylaws and Policies and Procedures Manual. For Regional Representatives to qualify they must be compliant according to SCI bylaws, policies and procedures and must have completed all annual reports requirements for their region.

4.22 Litigation against SCI

The approval of the Executive Committee or the Board must be obtained before any Board member or Chapter sues SCI, the SCI Foundation, a Board member or SCI Foundation board member, or another Chapter in connection with SCI or the SCI Foundation. “Sues” includes any civil action in any forum.

4.23. Compliance requirements for international chapters outside Canada and Europe

4.23.1. As used in this subsection 4.23, the term “international chapters” means all SCI chapters outside of the United States, Canada and Europe. A different set of compliance requirements applies to chapters within the United States and Canada (subsections 4.1 – 4.22) and Europe (section 23).

4.23.2. International chapters must maintain a minimum of 25 members.

4.23.3. Except for the first year from the date of their charter, when there is no minimum annual contribution, International chapters must make a minimum annual contribution to SCI of \$3,000 US dollars. Presidents (or their proxies) of international chapters that contribute the annual US\$3,000 minimum will be permitted to vote as a member of SCI’s Board of Directors. International chapters are encouraged to contribute additional funds to SCI in support of SCI’s international programs and work.

- a) Any chapter that does not contribute the US\$3,000 minimum within 365 days of the required deadline will lose its charter have its charter revoked. The deadline for contributions is December 31st of each year, except if a fundraiser from which the chapter needs funds to meet the US\$3,000 minimum contribution occurs on or after October 1st, in which case the deadline for contributions would be December 31st of the following year.
- b) International chapters do not have an option of contributing an annual amount less than US\$3,000 in exchange for giving up voting rights or any other chapter rights.
- c) SCI does not provide an option for a liability insurance rebate to international chapters.

4.23.4. International chapters shall obtain protection for their intellectual property as provided by their country and any other relevant governing body (e.g., European Union). SCI will pay up to 50% of the costs associated with obtaining the required protection.

4.23.5. International chapters are not required to complete fundraiser reporting.

4.23.6. International chapters shall submit an Annual Report. Chapter Service Specialists can assist them in filling out and submitting the Report.

a) Chapter Service Specialists will work with International chapter Presidents to fulfill the Annual Report requirements, if possible. The Report will have a section in which the Chapter Service Specialists can state their opinions on the strengths and weaknesses of the chapter and areas in which improvement is needed. The Chapter Service Specialist's section shall be shared with the MCDC Chair, the relevant Regional Representative, and the Chapter President.

4.23.7. Completion of projects is required for each international chapter. Each international chapter shall make the Chapter Service Specialist aware of the chapter's projects and include relevant information on them in its Annual Report.

4.23.8. International chapter Presidents (or their proxies) are encouraged to attend at least one SCI Board of Directors meeting annually in person or virtually.

4.24 Chapter dissolution; transfer of assets to SCI.

The following language will be part of the charter granted by SCI to a chapter:

The Chapter must have provisions in its Articles of Incorporation or its Bylaws covering the procedures for dissolution of the Chapter. These provisions must include the transfer of all of its financial assets, meaning, without limitation, the moneys on hand, accounts receivable, certificates of deposit or any other form of financial holding, to SCI.

For this Charter to take effect, the Chapter must first amend its Articles of Incorporation and/or its Bylaws if they would be inconsistent with the transfer of its financial assets to SCI upon dissolution.

By accepting this Charter, the Chapter agrees that it is bound to transfer all of its financial assets to SCI upon dissolution and further agrees that it will not take any legal action to prevent such a transfer. If the Chapter is a charitable organization, it will transfer its assets to the SCI Foundation.

If the Chapter takes legal action to prevent a transfer despite this provision, this provision shall constitute a confession of judgment in favor of SCI or SCI Foundation and an agreement to pay all costs incurred by SCI or SCI Foundation to secure the transfer of assets.

The chapter hereby binds itself to prevent any wasting of the financial assets.

4.25 Administration of chapter contributions.

It is the policy of SCI that giving due regard to the differing issues in various international regions, such as Canada, Europe, Mexico and Latin America, will stimulate membership growth, chapter growth, and participation in SCI and its programs in those regions. This is particularly true in regions that are being newly organized or reorganized, such as Europe. To that end, the CEO is requested to offset the costs of operations in various regions as feasible and appropriate by the contributions from the chapters in those regions.

5. ELECTIONS

5.1 *Election preparations*

5.1.1 A member of the Election Commission seeking election to the Board must resign from the Commission. If an Election Commissioner resigns or is unable or unwilling to serve, his successor will be selected at a meeting of the body which he represented. The meeting may be in person, including the Chapter President's Forum prior to the May Board meeting, by telephone, or by any other appropriate means. Prior to that meeting, that body may nominate by a majority vote of its members by email or similar means an interim Commissioner who shall be without vote.

5.1.2 Election petitions and forms shall be made available to all SCI members from January 4, by posting in the member's area of the SCI website, with a statement of the date they must be received by SCI, and links to the relevant Bylaws sections and these Policies and Procedures. A notice of the availability of the forms shall be published in the Official Journal and emailed to all current Board members who have provided a valid email address. The notice shall contain statements that (1) any member who does not have Internet access may contact SCI headquarters for assistance and (2) contact details of Board members may be obtained on request from SCI headquarters, strictly for the purpose of circulating campaign materials or a candidate petition for signature. Use for any other purpose shall be grounds for referral to the Ethics and Code of Conduct Committee.

5.1.3 Candidates may supply a biographical summary of no more than 250 words for Executive Committee candidates and 200 words for Director-at-Large and International Director candidates for inclusion in the Election Commission report that is published in the Official Journal section of the Safari Times prior to the election. The word limit shall be strictly enforced. Any biographical summary that is more than 250 words for Executive Committee candidates shall have all the words after the two hundredth fiftieth word eliminated and replaced with an ellipsis (...) and any biographical summary that is more than 200 words for Director-at-Large and International Director candidates shall have all the words after the two hundredth word eliminated and replaced with an ellipsis (...).

5.1.4 Pursuant to Article 11.2(d)(2) of the SCI Bylaws, candidates may also provide detailed statements on the type and length of SCI membership; SCI, SCI Foundation and SCI chapter activities including positions and dates; and any other relevant information. All of this information combined shall not exceed 600 words for each candidate and shall be posted to the SCI website.

5.1.5 The Bylaws requirements may be relaxed in the following circumstances:

In calculating the date, the day of the election shall be treated as the 60th day for the purposes of the deadline provided by the bylaws.

If the deadline would fall on a weekend, it shall be the following Monday.

Photographs and biographical information may be accepted after the deadline. If they are not received before the print deadline of the Official Journal, that will be stated. A candidate submitting a petition but no photo or biographical data will be notified of the print deadline.

The Election Commission may, in its sole discretion, allow later submission of materials, up to the time it is required to submit its report, in circumstances beyond the control of the candidate.

5.2 Candidates Forum

The Election Commission may in its discretion organize a Candidates' Forum prior to the annual election for candidates for Officers. The Forum may also include candidates for other elected positions. The Forum may be presented in any format that gives all the candidates equal opportunity to present their views.

5.3 Ballots

Electronic voting or paper ballots may be used. Where there is remote participation, electronic voting shall be used. If electronic voting is utilized for in person elections, the Election Commission shall provide for an alternative use of paper ballots in case of technical difficulties. Regardless of voting method, instructions shall be provided for completing the ballot and a statement that an incorrectly completed form will be invalid.

5.4 Order of elections

The following order shall apply: President seeking a second term, President-Elect, Treasurer, Secretary, Vice-Presidents, Regional Representatives, Directors-at-Large, International Directors, Honorary International Directors, Audit Committee Members. A candidate for more than one position must indicate if he accepts the first position to which he is elected. If he accepts he shall withdraw from the election for any other position.

5.5 Unopposed candidates

Except for candidates for any Officer position, and subject to the procedure for nomination of Regional Representatives, below, the Chair of the Election Commission may declare an unopposed candidate to be elected by acclamation. Candidates for any Officer position must obtain a majority of "yes" votes in a yes/no ballot. If they do not, the position shall remain vacant and shall be filled in accordance with the Bylaws.

5.6 Nominations from the floor

Audit committee members may be nominated from the floor.

5.7 Confirmation of electronic ballots; collection and counting of paper ballots

Any person, other than a candidate or his relative, may assist the Election Commission to confirm electronic voting results or collect paper ballots. Review of electronic voting results and/or counting of paper ballots shall be handled in a separate room with support from SCI staff. All three members of the Election Commission shall confirm the review of electronic voting results and/or paper ballot counts. All three members of the Election Commission shall be prepared to certify the results of the election. The Chair of the Election Commission shall report the results of the vote for each elected position, including the number of discarded ballots for failure to follow voting instructions, to the Board. Any Board member making a request shall be promptly informed of the number of votes cast for any candidate. In the event of a tie, runoff votes shall be held until the tie is broken, but if it is not broken after three runoff votes, the position shall be declared vacant.

5.8 Regional Representatives

Nomination – On or about March 15th each year, the Chairman of the Regional Representative Sub-Committee of the Membership and Chapter Development Committee ("the Chair") shall invite

Chapter Presidents and Regional Representatives to provide a list of candidates wanting to stand in that year's elections, and arrange submission of the candidate documentation required by the Bylaws, within 30 days. A candidate must inform the Regional Representative leading the region that he wishes to stand, and that Regional Representative shall inform the Chair. The Chair and the Field Operations Manager shall review the candidate's documentation to confirm eligibility. The Chair shall then send a ballot naming all eligible candidates for each region to each Chapter president in the region and the current Regional Representative, which must be returned within one week of sending. Each Chapter shall have one vote. The current Regional Representative shall have one vote, except his vote shall be disregarded if the result would otherwise be tied, in which case, the Board shall vote to select one of the two tied candidates. If a Regional Representative becomes unable or unwilling to serve, the Board may elect a candidate to serve for the remainder of the term.

Balloting – All candidates for Regional Representative shall be listed on one ballot. Unopposed candidates in respect of which there is no objection upon enquiry by the Chair of the Election Commission may be elected by acclamation. If there is any objection to the election of such a candidate by acclamation, a yes/no vote shall be added to the ballot and the candidate shall be elected if a majority of all votes cast are “yes” votes.

5.9 Election forms

The forms used by candidates in elections are in Appendix 2 of this Manual.

5.10 Petition Forms

The Election Commission shall produce petition forms for each position, which shall include the name of the position and the number of signatures required. The candidate or those nominating him must file a separate petition for each position, but may supply only one set of supporting documents.

5.11 Proxy voting letter

The proxy for a Chapter president must be a member in good standing and must submit to the Secretary (via the CEO) a letter of authorisation on Chapter letterhead signed by the president of the Chapter. A standard form letter is in Appendix 2 to this Manual.

6. CONFLICTS OF INTEREST AND USE OF SCI PROPERTY

6.1 Identifying potential conflicts of interest

There is a potential conflict of interest when someone is able to exercise control or influence over SCI, and either he or someone in his family has an interest in a business which may enter into a transaction or arrangement with SCI. Similarly, there is a potential conflict of interest if he or a relative has, or may in the future have, a compensation arrangement with SCI, or access to SCI property. The risk is that he could use the control or influence to secure a situation which is beneficial to him or his family but to SCI's disadvantage. Special procedures are therefore required in order to safeguard SCI and to ensure that the interested person is above suspicion.

This policy applies to anyone who can exercise control or influence over SCI, including, but not limited to, directors, officers and committee members. The types of interests that are relevant are:

- 6.1.1 any beneficial interest in an entity with which SCI has a transaction or arrangement;
- 6.1.2 a compensation arrangement with an entity or individual with which SCI has a transaction or arrangement;
- 6.1.3 potential beneficial ownership or compensation arrangements with an entity or individual with which SCI has a transaction or arrangement; and
- 6.1.4 a compensation arrangement with SCI.

The interest or compensation arrangement can be direct or indirect, including via a family member. “Beneficial interest” includes ownership, partnership or investment, and “compensation arrangements” include indirect remuneration and substantial gifts or favours. “Family member” means an individual’s immediate family (his parents, siblings, spouse, children and grandchildren) and those who form the immediate family of his parents, siblings, spouse, children and grandchildren; anyone living in his home, any trust, estate, incompetent, conservatee or minor in respect of which he is a fiduciary, and any trust or estate in which he or any of the above are a substantial beneficiary.

6.2 Duty of disclosure

The interested person must disclose to the relevant SCI body which is considering the matter (e.g. a committee or the Board) the existence and nature of any relevant interest, and all facts known to him that an ordinarily prudent person would reasonably believe to be material. The body may request from the interested person any additional information or documents required for adequate disclosure. If the body reasonably believes an interested person has failed to disclose an actual or potential conflict of interest, it shall notify him with reasons for that belief, and allow him to respond. If the body then determines, after making any necessary further investigation, that there has been a failure to disclose, appropriate disciplinary and corrective action shall be taken.

6.3 Procedure for dealing with a potential conflict of interest

6.3.1 At any meeting where the body considers the potential conflict, the interested person may make a presentation on the potential conflict, but shall not be present at any discussion of it nor vote on it, and shall not otherwise influence or attempt to influence the decision of the body.

6.3.2 The chair may appoint a disinterested person, committee or sub-committee to investigate alternative transactions or arrangements.

6.3.3 After carrying out due diligence, the body shall determine whether SCI can, with reasonable efforts, enter into a more advantageous transaction or arrangement with a person that would not give rise to a conflict of interest. It shall consider appropriate comparable data. This might include:

- (a) In cases involving compensation, compensation paid by similar organisations (tax-exempt and taxable) for functionally comparable positions, geographical location, independent compensation surveys and written offers made to the candidate by similar organisations;
- (b) In cases involving SCI property, current independent appraisals, offers obtained in an open and competitive bidding process; terms of similar agreements.
- (c) In cases involving other transactions or arrangements, this might include the reasonableness of the cost, the need for the goods or services, the background, training,

experience, responsibilities and prior performance of the provider, and the effort, time and other benefits to be provided.

If it considers there is no such alternative, the body shall decide whether SCI should proceed with the transaction or arrangement on the basis that it is in SCI's best interests, for its own benefit and fair and reasonable.

6.3.4 If it considers it necessary or prudent, the body may obtain the written opinion of professional adviser(s).

6.3.5 Any decision shall require a majority of disinterested members of the body.

6.3.6 The minutes of the body shall record:

- (a) the name of the interested person;
- (b) the nature of the interest;
- (c) the action taken to determine whether there was a conflict of interest;
- (d) the body's decision on whether there was a conflict of interest and the votes cast;
- (e) the names of those present for discussion and voting;
- (f) the substance of the discussion, including alternative transactions or arrangements;
- (g) The material and data relied on as to reasonableness and comparability of the transactions or arrangements.

6.4 Compensation Committees

A Board and/or committee member who receives compensation from SCI, directly or indirectly, may not vote on that committee in relation to his compensation. He may however provide information in this regard to any committee or the Board.

6.5 Use of SCI Property

No disposition of hunting trophies or other SCI tangible movable property shall be made without the authorization of the Board. This shall include sales, leases and loans. Continuing authorizations may be given for the deployment of specific SCI property by a staff member or committee.

The CEO shall ensure a record is kept of all property owned or used by SCI including:

- 6.5.1 A description, including identifying marks such as serial numbers;
- 6.5.2 Its location;
- 6.5.3 Who is responsible for its custody and care;
- 6.5.4 Acquisition date;
- 6.5.5 Supplier and terms of acquisition;
- 6.5.6 Estimated value on acquisition;
- 6.5.7 Details of any disposition, e.g. sale, loan, destruction, return to owner, to include the purpose of the disposition, the value and the terms;

6.5.8 The date the Board approved the disposition;

6.5.9 Details of any continuing authorization to use given to a staff member or committee by the Board.

6.6 Annual statements

Directors, officers, committee members and other interested persons shall submit to SCI a signed statement that they have received a copy of this policy, have read and understood it, agree to comply with it, and understand that SCI is a social welfare organisation which, in order to maintain its federal tax exemption, must engage primarily in activities which accomplish one or more of its tax-exempt purposes. SCI's standard form, dealing with conflicts of interest, use of SCI property and ethics and fiduciary duties is here:

[Conflicts of Interest, SCI Property and Ethics and Fiduciary Duties](#)

7. INTELLECTUAL PROPERTY.

7.1 Background

The SCI Foundation owns the rights to the Intellectual Property (IP) used by it and SCI, and has granted rights to SCI to use it in a written agreement dated 1 January 2000 ("the Master License"). It provides that all uses of the IP by a person other than SCI, must be approved by the SCI Foundation. This does not however apply to use by Chapters.

7.2 Use of IP

IP may only be used in accordance with a written agreement setting out the basis of the use and signed by the grantee. IP shall not be used for marketing or other purposes having financial implications for the user without the express written permission of SCI. The CEO may grant non-exclusive licenses for the use of IP in accordance with this policy and through signed and executed agreements. Standard form agreements are provided below.

7.3 All IP Agreements - the following shall apply to all IP agreements, except where stated:

7.3.1 The license will be limited, non-transferable and non-exclusive and the IP can be used only in accordance with the written agreement;

7.3.2 The licensee must agree to inform SCI promptly of any unauthorized use or any other acts detrimental to the interests of SCI and its rights in the IP;

7.3.3 There will be provisions to prevent the use of IP for private benefit, private inurement, excess benefit transactions or where there is a conflict of interest;

7.3.4 Except for sublicenses with SCI Chapters, SCI Foundation approval must be obtained;

7.3.5 The CEO shall review any proposed grant for consistency with this policy, the Bylaws and the relevant standard form license and, in the cases of (1) members, for personal, non-commercial uses, (2) a third party in connection with work or services for or on behalf of SCI or promotion of SCI, (3) as

part of a sponsorship agreement, shall decide in his sole and final discretion whether the grant of the license is in the best interests of SCI, and whether it should proceed.

7.4 Chapters, Sponsors, Auction Donors, Members, Third parties

The following specific policies, procedures and documents apply for different types of licensees:

7.4.1 Chapters - see the Chapter policies and procedures section.

7.4.2 Affiliated Membership Organizations

- (a) For use solely for use in connection with activities relating to SCI;
- (b) The license shall be administered by the Chapter and Membership Development Department;
- (c) If the organization is in breach of this policy or its license, SCI may terminate its membership 30 days after requesting correction;
- (d) The standard license is here:
[Sublicense Agreement](#)

7.4.3 Sponsors

- (a) For use in sponsorship related activities on behalf of SCI and in promoting SCI;
- (b) The license shall be administered by the CEO;
- (c) The sponsor must be promoting SCI, not delinquent in providing services or products, and reputable in the community;
- (d) The standard license is here:
[Sponsorship Agreement](#)

7.4.4 Auction donors

- (a) For use on a one-time basis in relation to a specified event;
- (b) The license shall be administered by the Convention Department;
- (c) There shall be no modification of the IP;
- (d) The sponsor must be promoting SCI, not delinquent in providing services or products, and reputable in the community;
- (e) The Convention Department may ask to see and approve the proposed use in advance;
- (f) The IP must be removed from any items not accepted or not sold before further deployment;
- (g) The standard license is here:
[Letter of Agreement - One-Time Logo Use](#)

7.4.5 Members

- (a) For personal or non-commercial use;
- (b) The license shall be administered by the CEO;
- (c) The licensee must be a member in good standing;
- (d) The standard license is here:
[License Agreement](#)

7.4.6 Third parties

- (a) For use on a one-time basis in relation to a specified event;
- (b) The license shall be administered by the CEO;
- (c) The licensee must be promoting SCI, not delinquent in providing services or products, and reputable in the community;
- (d) The standard license is here:
[License Agreement](#)

7.5 Central Database

The CEO shall establish a centralised database to record all of SCI's IP and the details of all sub-licenses, including at least the date of the grant, grantee, term and description of use granted. The CEO or a person designated by him shall be responsible for the database, which shall be available only to designated individuals.

7.6 Logos

The SCI "First for Hunters" logo is used for the promotion of SCI, and the lion and shield logo is the internal corporate seal of SCI.

7.7 Protection of IP

SCI shall protect the IP and where appropriate shall take actions reasonably necessary to stop unauthorised use.

8. PERSONS SUING SCI

SCI shall have no business or contractual dealings with any individual or company who is engaged in litigation against SCI.

9. DOCUMENT RETENTION AND DESTRUCTION

9.1 Scope, binding nature of this policy

SCI and SCIF strive to comply with the laws, rules, and regulations that govern them and with recognized compliance practices. All SCI and SCIF Board members and employees must comply with this policy, the Records Retention Schedule and any litigation hold communications. Failure to do so may subject SCI/SCIF, their employees, and contract staff to serious civil and/or criminal liability. An employee's failure to comply with this policy may result in disciplinary sanctions, including suspension or termination.

9.2 Record retention.

A record should not be retained beyond the period indicated in the Record Retention Schedule, unless a valid business reason (or a litigation hold or other special situation) calls for its continued retention. If you are unsure whether to retain a certain record, contact the Governance Counsel.

9.3 Disposable Information.

Disposable information consists of data that may be discarded or deleted at the discretion of the user once it has served its temporary useful purpose and/or data that may be safely destroyed because it is not a record as defined by this policy. Examples may include:

- Duplicates of originals that have not been annotated.
- Preliminary drafts of letters, memoranda, reports, worksheets, and informal notes that do not represent significant steps or decisions in the preparation of an official record.
- Books, periodicals, manuals, training binders, and other printed materials obtained from sources outside of SCI or SCI Foundation and retained primarily for reference purposes.
- Journals, notes, memos, recordings and other records created by staff or members that are made in a personal capacity and maintained in the private personal possession of the staff or member.
- Spam and junk mail.

9.4 Eliminate unnecessary records

Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense which can grow unreasonably if good housekeeping is not performed. A mass of records also makes it more difficult to find pertinent records. From time to time, the Organization may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management.

9.5 Documents that warrant special consideration

Several categories of documents that warrant special consideration are identified below in the Appendix. While minimum retention periods are established, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention, as well as the exception for litigation relevant documents and any other pertinent factors

9.6 Exceptions

Exceptions to this policy may be granted by the CEO. The CEO can designate specific types of records to have enduring value in relation to the history of the organization, the development and implementation of budgets and programs, or other purposes and can specify the retention periods for those records. This authority can be delegated to Department Directors. Records so designated shall be maintained permanently.

9.7 Special exception in the event of a litigation/legal hold memo

No paper or electronic documents will be destroyed or deleted if subject to a hold memo issued by the CEO or SCI/SCIF's attorneys, calling for suspension of document destruction for the period specified in the memo. A hold memo relates to records that are or may be relevant to current or

potential litigation (that is, a dispute that could result in litigation), an audit, a government investigation, or other appropriate reason. This exception is referred to as a litigation hold or legal hold and replaces any previously or subsequently established destruction schedule for those records. Documents subject to a litigation hold will be segregated and access will be limited to prevent inadvertent destruction.

9.8 APPENDIX: Record Retention Schedule

Record	Retention Period	Repository
Employees, Payroll		
Benefits descriptions, per employee	Permanent	ADP
COVID-19 screening information	5 years	HR Onedrive
EEO-1 Reports (Employer Information Report)	Until new report filed	HR Onedrive
Employee applications and resumes, applicant not hired	1 year from date of personnel action to which record relates	ADP
Employee applications and resumes, applicant hired	While active + 5 years	HR Onedrive
Employee benefit plans subject to ERISA (includes plans regarding health and dental insurance, 401K, long-term disability, and Form 5500)	7 years from when record was required to be disclosed	HR Onedrive
Employee offer letters (and other documentation regarding hiring, promotion, demotion, transfer, lay-off, termination or selection for training)	1 year from date of making record or action involved, whichever is later, or 1 year from date of involuntary termination	HR Onedrive and ADP
Records relating to background checks on employees	5 years from when the background check is conducted	ADP
Employment contracts, employment and termination agreements	7 years from their last effective date	ADP
Employee records with information on pay rate or weekly compensation	While active + 3 years	ADP
Hazardous material exposures	Duration of employment + 30 years	HR Onedrive

I-9 forms	3 years after date of hire or 1 year after employment is terminated, whichever is later	ADP
Injury and Illness Incident Reports (OSHA Form 301) and related Annual Summaries (OSHA Form 300A); logs of work-related injuries and illnesses (OSHA Form 300)	5 years following the end of the calendar year that these records cover	HR Onedrive
Supplemental record for each occupational injury or illness (OSHA Form 101); Log and Summary of Occupational Injuries and Illnesses (OSHA Form 200)	5 years following the year to which they relate	HR Onedrive
Job descriptions, performance goals and reviews; garnishment records	Termination + 2 years	ADP
Employee tax records	7 years from the date tax is due or paid	ADP
Medical exams required by law	Duration of employment + 30 years	N/A (unless Worker's Comp, then HR Onedrive
Payroll registers (gross and net)	7 years from the date of last entry	ADP and Global Payroll folder
Personnel or employment records	2 years from the date the record was made or personnel action was taken, whichever is later	ADP
Pension plan and retirement records	Permanent	ADP/HR Onedrive/Global Finance
Pre-employment tests and test results	1 year from date of personnel action	HR Onedrive
Salary schedules, ranges for each job description	2 years	HR Onedrive
Timecards; piece work tickets; wage rate tables; pay rates; work and time schedules; earnings records; records of additions to or deductions from wages; records on which wage computations are based	3 years	ADP

Time reports	Termination + 3 years	ADP
Wage and hour records, including (1) names, address, and date of births of each employee; (2) hours worked by each employee; and (3) wages paid to all employees	3 years	ADP
W-2 and W-4 forms and statements	As long as the document is in effect + 4 years	ADP
Workers compensation records	Duration of employment + 30 years	HR Onedrive
Corporate Records		
Articles of Incorporation, Bylaws, Corporate Seal	Permanent	
Annual corporate filings and reports to secretary of state and attorney general	Permanent	
Board and Executive Committee minutes	Permanent	
Committee meeting minutes	Permanent	
Agreements and contracts	Duration of agreement/contract + 7 years	
Construction documents	Permanent	
Emails (business related)	3 years	
Fixed asset records	Permanent	
IRS Form 1023 (Application for charitable and/or tax-exempt status)	Permanent	
IRS Determination Letter	Permanent	
Sales and purchase records	7 years	
State sales tax exemption documents	Permanent	
Treasurer's Reports	Permanent	
Donations		
Donor records and acknowledgment letters	7 years	
Financial, Securities records		

Accounts Payable and Receivables documents	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Audit and review work papers	7 years from the end of the fiscal period in which the audit or review was conducted	Global
Audit Report and financial statements	Permanent	Global
Bank statements, cancelled checks, deposit slips	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL/Global
Blotters or other records of original entry containing the itemized daily record of all purchases and sales of securities	7 years from the end of the fiscal period in which the audit or review was conducted	Global
Business expense records	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Cash receipts	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Check registers	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Documents supporting management's assessment of internal controls over financial reporting	Permanent	Global
Electronic fund transfer documents	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Employee expense reports	7 years from the end of the fiscal period in which	Concur

	the audit or review was conducted	
General ledgers	Permanent	Microsoft Dynamics SL
Journal entries	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Invoices	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Petty cash vouchers	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Stock and bond records	7 years from the end of the fiscal period in which the audit or review was conducted	Global
Political contributions, expenditures		
Records related to political contributions to officials and candidates and payments to state or local political parties and political action committees	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Expenditures for issue advertising or similar actions	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Tax Records		
Annual tax filing for the organization (IRS Form 990 in the US)	Permanent	Global
Filings of fees paid to professionals (IRS Form 1099 in the US)	7 years from the end of the fiscal period in which the audit or review was conducted	Microsoft Dynamics SL
Payroll tax withholdings	7 years from the end of the fiscal period in which	ADP

	the audit or review was conducted	
Earnings records	7 years from the end of the fiscal period in which the audit or review was conducted	ADP
Payroll tax returns	7 years from the end of the fiscal period in which the audit or review was conducted	ADP
State unemployment tax records	Permanent	
Legal and Insurance Records		
Appraisals	Permanent	Global
Copyright and Trademark registrations, evidence of use documents	Permanent	Global
Environmental studies	Permanent	Global
Insurance claims/applications	Permanent	Global
Insurance disbursements/denials	Permanent	Microsoft Dynamics SL/Global
Insurance contracts and policies (Directors and Officers, General Liability, Property, Workers' Compensation)	Permanent	Global
Leases	7 years from the end of the fiscal period in which the audit or review was conducted	Global
Real estate documents (including loan and mortgage contracts, deeds)	Permanent	Global
Warranties	Duration of warranty + 7 years	Global

10. PROTECTING SCI'S TAX-EXEMPT STATUS

10.1 Distribution of property

Given SCI's Articles of Incorporation and status as a tax-exempt entity under Section 501(c)(4) of the Internal Revenue Code, except as provided below, none of SCI's net revenues shall be distributable to any private persons, including directors, officers or committee members. This shall not apply to:

- 10.1.1 Reasonable compensation for services provided to or on behalf of SCI, provided it is consistent with SCI's policies and approved by the Board; or
- 10.1.2 Transactions, arrangements approved in accordance with the conflict of interest policy.
- 10.1.3 SCI may not use a substantial part of its assets to participate or intervene in any political campaign on behalf or in opposition to any candidate for public office, including the publishing or distribution of statements.

10.2 Periodic reviews

Periodic reviews shall be conducted to ensure that SCI does not engage in activities that could jeopardise its tax-exempt status. They shall as a minimum include whether compensation arrangements and benefits are at arm's length, and whether relevant transactions and arrangements entered into by SCI are in compliance with the conflicts of interest and use of property policy, properly documented, that prices are reasonable, that they further SCI's purposes and that there is no inurement or impermissible private benefit.

10.3 Joint ventures

SCI must consider the Federal tax law ramifications of proposed participation in any joint venture and ensure that it does not adversely impact its tax-exempt status. A joint venture means any ownership or contractual arrangements involving an agreement to undertake jointly a specific business enterprise, investment or exempt activity. This does not apply where:

- 10.3.1 95% of the income from the joint venture for its tax year ending within SCI's tax year is excluded from unrelated business income taxation; and
- 10.3.2 The primary purpose of SCI's involvement is the production or income or appreciation of property.

SCI must in any joint venture negotiate adequate terms and safeguards to protect its exempt status, which might include having control, requiring priority to be given to exempt purposes over maximising profit for other participants, prohibiting activities that might jeopardise exempt status, and requiring all contracts with SCI to be terms which are either at arm's length or deliver a greater than arm's length benefit to SCI.

10.4 IRS Form 990

The procedure for preparing and submitting SCI's annual IRS Form 990 is as follows:

- 10.4.1 A draft form is prepared by SCI staff, with input from volunteers and SCI's independent accountants;
- 10.4.2 The Treasurer sends the draft form and any comments to SCI's independent accountants, with instructions to make any revisions they consider necessary;

10.4.3 The Treasurer and the Finance and Investment Committee consider and when satisfied approve the draft form reviewed by the independent accountants;

10.4.4 The draft form approved by the Treasurer and the Finance and Investment Committee is sent to the Board for comment not less than two weeks before the filing date;

10.4.5 The form is signed on behalf of SCI and filed as soon as reasonably practicable, and not later than 15th December, or an extended due date.

10.4.5 The Treasurer presents the filed form to the Board during his report at the next Board meeting.

11. COMPENSATION

11.1 Purpose

This policy is required in order to protect the tax-exempt status of SCI under the Internal Revenue Code and maintain public confidence in the integrity of its compensation arrangements.

11.2 Officers and other directors

SCI may decide to compensate officers or other directors for carrying out those roles at market rate in order to attract highly skilled individuals, to allow working professionals to obtain permission from their employers to attend meetings and activities, and to permit participation by individuals of differing means. SCI shall periodically engage a professional compensation consultant to advise on the reasonableness of compensation given the particular duties and time commitment. Any compensation for other services provided shall be set in accordance with the conflict of interest policy.

11.3 Employees

In order to attract, retain, motivate and reward individuals to contribute to SCI's success, SCI shall consider the following principles in respect of the remuneration of employees:

11.3.1 Staff shall be rewarded for performance, skills and competencies, development and growth, and effective visible commitment to SCI;

11.3.2 Compensation may include a mixture of base salary and retirement benefits, medical dental and other insurance benefits;

11.3.3 There shall be performance reviews and adjustments to base salary and benefits based on changes in the market place, subject to SCI's financial constraints. Adjustment to individual base pay will be based on job performance including growth in mastering job competencies. All adjustments to pay will be consistent with practice in a comparable marketplace.

11.3.4 There shall be a structured performance management system, with identifiable individual growth and development, and professional achievement goals with effective benchmarks for measuring success.

11.3.5 Compensation shall be as close as possible to the appropriate external marketplace.

11.3.6 SCI may periodically engage a professional compensation consultant to advise on the reasonableness of compensation in the light of the duties to be performed, qualifications,

performance and time commitment and the reasonableness of the ranges of compensation paid to all employees.

11.3.7 The procedure for setting compensation is as follows:

- (a) The compensation of staff other than the CEO shall be determined by SCI's CEO.
- (b) Subject to the conflicts of interest policy, the compensation of the CEO shall be reviewed and approved in advance by the Board and the Finance and Investment Committee.
- (c) It shall use comparability data in making its determination, including compensation paid by similar organisations, both taxable and tax-exempt, for functionally comparable positions, SCI's geographic location, independent compensation surveys and competing written offers made to the individual. The decision and at least the following factors shall be documented at the time of the determination: the terms, the date of approval, the Board or Committee members who participated in discussion and who voted on the matter; the comparability data and how it was obtained; where a conflict of interest was identified, the action taken by the conflicted individual to deal with that conflict. A completed checklist in the following form will satisfy this requirement:

[Rebuttable Presumption Checklist](#)

11.3.8 SCI shall not make loans to any officers or other directors, or any employees.

12. NON-DISCRIMINATION

SCI shall not act contrary to any applicable federal, state or local law in discriminating against any employee or potential employee. All dealings with employees or potential employees will be on the basis of the qualification of the individual for the position.

13. WHISTLEBLOWING

13.1 Scope of the Policy

This Policy applies to all SCI directors, officers, employees, and members who reasonably believe that another individual or entity associated with SCI has violated any federal, state, or local law, SCI's bylaws, policies and procedures, or other financial and governing policies, or has engaged in fraudulent, unethical, or dishonest conduct in connection with SCI's activities.

Note: This Policy does not apply to matters or allegations governed by SCI's Ethics Rules, Harassment Policy, or other bylaws or policies with their own procedures.

13.2 Reporting Procedure

Reports should be made in good faith and based on a reasonable belief that a violation has occurred. Reports are to be made:

- **To the President**, or
- **To the General Counsel**, if the complainant prefers not to report to the President or if the President is the subject of the report.

Reports should include as much documentation and detail as the complainant is reasonably able to provide, and may be submitted confidentially or anonymously, subject to SCI's ability to investigate and respond effectively.

For purposes of this Whistleblowing Policy:

- **“Good faith”** means the complainant believed that the conduct violated the applicable law, bylaw, or policy.
- **“Reasonable belief”** means that, based on the information available to a reasonable person in similar circumstances with similar training and experience, the complainant believed a violation occurred.

13.3 Investigation and Response

Upon receipt of a report, the recipient will determine whether the matter falls within the scope of this Policy. If so, an appropriate investigation will be conducted, either internally or through qualified external professionals (e.g., legal counsel or auditors), depending on the nature and sensitivity of the issue as determined by the recipient. Investigations will be conducted discreetly and with appropriate confidentiality. The reporting party may be informed of the outcome of the investigation, to the extent permissible by law and SCI’s confidentiality obligations.

13.4 Protection from Retaliation

SCI strictly prohibits retaliation against any person who, in good faith and with a reasonable belief that a violation has occurred, reports a violation under this Policy or participates in an investigation. Retaliation includes but is not limited to any adverse action taken against a person for reporting concerns, raising questions, cooperating in an investigation, or refusing to engage in improper conduct. Examples of retaliation may include termination, demotion, or suspension; harassment or intimidation; adverse changes to job duties, compensation, benefits, or volunteer roles; denial of board or committee opportunities; blacklisting or threats to reputation or professional standing; revocation of membership privileges or access to SCI programs.

Any person who believes they have been retaliated against should report the matter promptly using the same reporting procedure described above. Violations of this anti-retaliation policy will result in disciplinary action or other penalties or sanctions, up to and including, as applicable, termination of employment, termination of member service, or expulsion from membership.

13.5 Disciplinary Action

Violations of this Policy – including retaliation, failure to report known violations, or knowingly submitting false reports or reports not made in good faith or based on a reasonable belief that a violation has occurred – may result in disciplinary action, or other penalties or sanctions, up to and including, as applicable, termination of employment, termination of member service, or expulsion from membership.

If supported by the facts developed during the investigation, the recipient of the report will make a recommendation regarding any disciplinary action to SCI’s Executive Committee. The Executive Committee will determine the appropriate action, if any. However, if the Executive Committee determines that the appropriate action is expulsion of a member, it shall refer its recommendation to the Board of Directors for final determination.

SCI also reserves the right to take appropriate action for violations described in the scope of this Policy, regardless of whether a whistleblowing report has been made.

14. INDEMNITY FOR STAFF ATTORNEYS

SCI shall enter into legal indemnity agreements with staff attorneys in the following form:

15. CLAIMING EXPENSES

15.1 When can I claim?

15.1.1 Volunteer expenses are drawn on committee budgets

Except as otherwise provided, volunteers may be reimbursed for expenses allowed by this policy only to the extent that funds are available in the relevant committee's budget. Committee chairs and relevant staff are responsible for ensuring that the budget is not exceeded without specific Executive Committee approval.

15.1.2 Executive Committee

Executive Committee members may claim:

- (a) Convention – two registrations, two dinner tickets for each evening event and hotel accommodation;
- (b) May and August Board meetings - one registration and all travel expenses;
- (c) Special meetings and projects, including Chapter fundraisers, the Spring Executive Committee meeting, Past Presidents' meetings, Transition Meeting and meetings requiring SCI representation – all travel expenses. A person nominated by the President and approved by the Executive Committee to stand in for the President, or an SCI Official whose attendance at any SCI-related event is considered by the President in his sole discretion to be in the best interests of SCI, shall also be entitled to claim all travel expenses.
- (d) Weatherby Award dinner attendance;
- (e) SCI business expenses e.g. telephone, printing, postage, office supplies.
- (f) The office expenses of the President shall be budgeted separately from committee expenses.

15.1.3 Committee meetings at Board meeting locations

No reimbursement is made for any travel expenses incurred in attending the Board meeting or any committee meetings at convention. Committee members may claim travel expenses incurred in attending the spring and summer Board meetings to participate in a committee meeting if a committee meeting is scheduled at the location of the Board meeting, provided that the committee has a budget that includes travel expenses for its members and that in no event will the total reimbursements exceed the budget. Eligible costs include roundtrip airfare plus two nights' lodging, meals and other related expenses for each day of committee meetings.

15.1.4 Convention Committee

Convention Committee (including sub-committee) members are eligible for one registration and one ticket for each evening event at convention. Exhibitor Care team and Steering Committee members are eligible for travel expenses as the chairman considers reasonable and necessary.

15.1.5 Regional Representatives – Regional Representatives may claim expenses for attendance at the May and August Board meetings, special meetings or projects and SCI services up to the following maximum amounts:

- (a) For contiguous USA regions: with 1-3 Chapters: \$2,000; with 4-6 Chapters: \$3,000; with 7 or more Chapters: \$4,000;
- (b) For other regions: with 1-3 Chapters: \$3,000; with 4 or more Chapters: \$6,000.
- (c) For Region 33 (Alaska and Hawaii): \$6,000 per year.

15.1.6 Directors-at-Large and International Directors – Starting in calendar year 2023, Directors-at-Large may claim expenses for attendance at the spring and summer Board meetings, special meetings or projects and SCI services up to \$1,500 per calendar year for each Director-at-Large. Starting in fiscal year 2026, International Directors may claim expenses for attendance at the spring and summer Board meetings, special meetings or projects and SCI services up to \$2,000 per fiscal year for each International Director.

15.2 What can I claim?

15.2.1 Non-reimbursable expenses

The following cannot be claimed:

- (a) Personal (non-business) expenses;
- (b) Costs in excess of limits set by these policies;
- (c) Any expense over \$25 without a receipt;
- (d) Entertainment expenses, except for authorised business entertainment;
- (e) Laundry for travel lasting a week or less;
- (f) Gifts to staff members;
- (g) Expenses of a spouse, guest or family member unless the attendance of that person is considered appropriate and necessary and authorised in advance by the Executive Committee (for volunteers) or the CEO (for staff) and that person is sharing a room with the claimant;
- (h) Hotel room movies, mini-bars, or health club fees.

15.2.2 Air transportation

All international travel except Canada and Mexico must be approved in advance by the Executive Committee. Executive Committee members and authorized SCI staff may book airline tickets to SCI's direct billing account. In all other cases the airfare must be paid for by the person travelling and reclaimed as set out below.

As regards commercial flights, coach or economy fares only and baggage fees are reimbursable – not early boarding or upgrade fees. Detailed explanations are required for any fare over \$1,500 (\$2,000 for intercontinental flights). In order to obtain the best price, airline tickets should be purchased at least 21 days in advance of travel and should include a Saturday night stay over if applicable and

cost-effective. If this is not done, the Audit Committee may decline reimbursement of the excess cost. If it is not achievable an explanation should be provided.

If private aviation is used, reasonable and necessary air mileage accumulated on SCI business shall be reimbursed at the rate allowed by the Federal Travel Regulations, up to a maximum of the average cost of a coach or economy air fare on a commercial air carrier. If two eligible persons are travelling together in a private aircraft, only one may claim. A detailed explanation of the SCI business purpose for the travel is required.

Staff must book air transportation through Concur or American Express Travel, unless they can document that a cheaper fare is available elsewhere. The Supervisor shall notify American Express of the availability of the cheaper fare.

15.2.3 Ground transportation

Car rental costs may be claimed up to a maximum of \$60 per day for cars and \$100 per day for 15-passenger vehicles. If this cannot be achieved a detailed explanation will be required for consideration. Taxi fares, reasonable tips and \$2 per bag may be claimed. Taxi fares to a preferred restaurant when others are within walking distance is considered personal expenditure and not reclaimable. Parking charges and tolls are reimbursable with receipts.

The use of a privately owned automobile or motorcycle for SCI business purposes is a reimbursable expense. SCI will reimburse for reasonable and necessary mileage accumulated on SCI business and *paid at the rate allowed by the Internal Revenue Service (current rate: 58.5 cents, as of January 1, 2022)*. This rate includes fuel. The mileage payment shall not exceed the average cost of coach or economy airfare on a commercial air carrier. Mileage shall be payable to only one if two or more individuals are traveling together on the same trip using the same conveyance. Explanation of the SCI business purpose is required.

In claiming mileage reimbursement, staff should reduce the number of miles to the airport by the number of miles normally driven to and from work when traveling on a workday. Total mileage from home to the airport may be claimed if the staff members is not traveling on a regular workday.

15.2.4 Accommodation

Room charges and taxes may be claimed. Non-eligible items such as laundry (unless staying over a week, health club, mini-bars should be identified on the invoice and deducted from the amount reclaimed.

15.2.5 Meals

In accordance with US IRS regulations, a daily allowance (also called a “per diem”) will be provided based on the domestic rates published by the General Services Administration (GSA): <https://gsa.gov/portal/category/100120>. International rates are based on those published by the US Department of State. The daily allowance will be reduced to 75% for partial days. A partial day is one in which the traveller departs for an overnight stay after 8.00 am, or returns home before 6.00 pm, or a day in which a group meal has been provided. If three or more group meals are provided a day, the traveller will only be eligible for the incidental expense portion of the daily allowance. Where more than one person’s meal is charged, an explanation is required identifying the individuals whose meals were paid for and why it was appropriate for SCI to pay. Volunteer and staff attending SCI meetings and events are expected to eat at the group meals provided.

The limits above do not apply to Executive Committee members, the CEO and staff approved by the CEO incurring reasonable and necessary costs on business meals consumed while maintaining a relationship with or developing a new relationship with an organization. A description of the business purpose and benefit to SCI must be provided. All such expenses will be subject to Audit Committee review and approval, but reimbursement may be made prior to that review.

Where the daily allowance does not apply, detailed receipts must be submitted for meals. If this is not possible, a detailed explanation will be required for reimbursement to be considered.

15.2.6 Telephone

SCI business telephone calls, plus one call home per day away on SCI business, are reimbursable. Itemised bills must be submitted identifying the person called. In hotels, a telephone credit card should be used in preference to charging calls to the room. If this is not possible, an explanation and evidence of the expense is required for reimbursement to be considered.

15.2.7 Tips

Tips for services are reimbursable expenses given to individuals for service. The following are guidelines for tipping:

- a) Hotel maid service – included in daily allowance;
- b) bellman/skycap/shuttle: included in daily allowance;
- c) taxi: up to 15% of total fare.

15.2.7 Miscellaneous

Any other reasonable and necessary SCI business expenses may be reimbursed provided any necessary authorizations have been obtained, there is sufficient budget, and detailed receipts are provided.

15.2.8 Extended stays for personal activities

Provided there is no additional expense for SCI, volunteers and staff (authorised by their supervisors) may extend their stays for personal activities. However, this will be subject to detailed audit in all cases and under no circumstances may SCI-funded travel be organised around personal activities.

15.3 How do I claim?

15.3.1 Volunteers

- (a) Standardised expense voucher form and deadline - Volunteers must submit a standardised expense voucher form for each trip within 35 days of the expenditure being incurred, stating the committee to be charged and the authorising chairman. Failure to do so may result in no reimbursement. The form is here:

[Standardised Expense Voucher](#)

Regional Representative must also submit a meeting report form with their expense voucher form. Reimbursement is usually made within 30 days of submission unless further information or review is required by staff or the Audit Committee.

(b) Receipts – Except for meals where a daily allowance is given, itemized receipts are required, or if not possible, a detailed breakdown and explanation for reimbursement to be considered. For foreign currency transactions, evidence of the conversion rate e.g. credit card statement is required.

(c) Non-compliance: where volunteers subject to US federal taxes fail to comply with these reporting requirements, the expenses will be reported as taxable income on IRS Form 1099.

15.3.2 Staff

- a) Advance approval – the CEO and the staff member's supervisor must approve travel reservations or advances for that staff member before they are made. Expenses and advances must also be submitted and approved in Concur. Unused advances must be reimbursed to SCI on the expense report to which it relates. Reimbursement is usually made within 30 days of submission unless further information or review is required by staff or the Audit Committee. Failure to follow these procedures may result in the denial of further travel advances to that person.
- b) Shared meals - Food bills for staff eating together should be settled by each staff member individually from their daily allowances.
- c) Purchasing cards – coding, receipts and supporting documentation for purchases made with a purchasing card issued to a staff member must be submitted within 21 days.
- d) Receipts - Detailed receipts are required, and for foreign currency transactions, evidence of the conversion rate.
- e) Paying volunteer's expenses – Executive Committee approval is required before staff incur travel expenses for volunteers, except for budgeted committee meetings, event or projects.
- f) Non-compliance – staff failing to comply with the reporting requirements will be required to reimburse SCI for the expense and will be subject to disciplinary action, up to and including termination. If advances are not submitted in Concur within 35 day of the advance they will be included as compensation in the staff member's W-2 statement. Unless the Audit Committee considers there are extenuating circumstances, more than two failures to meet the reporting deadlines within 12 months may result in denial of reimbursement and withdrawal of the SCI credit card facility for that staff member.

15.4 Exceptions

The Chief Financial Officer or the Financial Controller may authorize exceptions to the policies in section 15, where the expense does not exceed a financial limit set by the Audit Committee, not to exceed \$1,000

16. POLICIES AND PROCEDURES FOR ALL

STANDING COMMITTEES

16.1 Felony plea

Any member who has been convicted of or pleaded guilty to a felony shall not be a member of a committee.

16.2 Budgets

16.2.1 Likely and actual material variances between budgeted expenditure and actual expenditure shall be reported to the Executive Committee. Expenditure giving rise to the likely or actual material variance may continue prior to a decision by the Executive Committee if it is prudent to do so.

16.2.2 After the Executive Committee has approved a budget Department Directors and Committee Chairs may reallocate up to \$10,000 between lines in the budget, but shall notify the Executive Committee of the reallocation.

16.3 Limit meetings during convention

Committee meetings at convention shall be held only if the chair considers it necessary, and if held on convention days require the prior approval of the President.

16.4 Contacts with corporate counsel

No staff or SCI member shall contact SCI's external legal advisers without prior authorization. Staff shall seek authorization from the Chief Executive Officer and members shall seek authorization from the President.

16.5 Denial of membership benefits

Only the Ethics and Code of Conduct Committee may remove or restrict a member's rights and privileges. A committee may, after a preliminary review, decide that a member has violated a published policy of that committee and that the removal or restriction of the member's rights or privileges may be appropriate, and refer the matter to the Ethics and Code of Conduct Committee.

17. AUDIT COMMITTEE

17.1 Write-offs

The CEO of SCI and the Executive Director of the SCI Foundation shall approve write-offs of receivables that are non-performing assets not contributing to their organisation's financial condition, on a case by case basis considering all relevant circumstances that may affect recovery. However, they may not approve write-offs of receivables in excess of \$50,000; amounts owed by them or by members of their families, by a member of the Board or the board of SCI Foundation or by a member of the Executive Committee. Neither may they approve write-offs of receivables belonging to the other organization. Write-offs of amounts owed by SCI Executive Committee members must be approved by the Executive Committee, and write-offs of amounts owed by the SCI Foundation board members must be approved by the SCI Foundation Board.

The following are general guidelines for when receivables should be written off:

- a) Bankruptcy – within 7 days of receiving notification of a reduction or discharge from the court;
- b) Fraud – the earliest of when the loss is determined and 15 days from discovery;
- c) Death – when collection from the estate is not possible and the loss is determined;
- d) Uncollectible – when further efforts to collect would be non-productive.

If a customer receivable other than a pledge which has not been relied upon is written off, it shall be noted on his file and if an SCI member, reported to the Ethics Committee. His right to future goods or services should be restricted until the debt is satisfied, when he shall be placed on cash terms for a minimum of one year.

18. AWARDS AND RECOGNITION COMMITTEE

18.1 Changes to award criteria

Changes to the criteria of any award must be approved by the Executive Committee.

18.2 Indemnity required from applicants

Applicants for all awards shall sign an indemnity, waiver and release agreement agreeing to indemnify and hold harmless SCI and any other persons involved in the award process, to waive any right whatsoever to litigation in any way connected with the award, and to certify a clean record regarding wildlife law violations. Here is an example:

[Release and Indemnity Agreement](#)

18.3 Application

The application deadline is August 15. Each applicant shall be required to submit their membership number and expiration date.

18.4 Procedures for the McElroy Award, International Hunter Award, Hall of Fame Award, Professional Hunter of the Year Award, Young Hunter Award and Diana Award

18.4.1 The Awards and Recognition Committee shall establish a sub-committee for each of the McElroy Award, Hall of Fame Award, Professional Hunter of the Year Award, and International Hunter Award.

- (a) In the case of the McElroy Award and the Hall of Fame Award, the Chair(s) of the Awards and Recognition Committee shall appoint a subcommittee chair, who shall then select at least 4 or more past winners to constitute the subcommittee.
- (b) In the case of the International Hunter Award, the members of the subcommittee shall be the last five winners of the Award. If one or more of the last five winners are not available to serve, other winners may be selected for the subcommittee by the Awards and Recognition Committee Chair(s).

(c) In the case of the Young Hunter Award, the Chair(s) of the Awards and Recognition Committee shall appoint a subcommittee chair, who shall then select at least 4 others to constitute the subcommittee.

(d) In the case of the Diana Award, all of the Diana Award winners constitute the subcommittee. The subcommittee shall appoint a chair or co-chairs and a vice chair.

(e) In the case of the Professional Hunter of the Year Award, the Chair(s) of the Awards and Recognition Committee shall appoint a subcommittee chair, who shall then select at least 4 other subcommittee members. Neither the subcommittee chair or any of the subcommittee members may be a professional hunter, licensed hunting guide, or someone who operates a hunt guiding operation. The subcommittee chair and subcommittee members must be hunters with at least fifteen years of experience who have hunted with at least ten different hunt guiding operations.

(f) In all instances, subcommittee chairs, co-chairs, vice-chairs and members must have a valid email address on file with SCI and must indicate their willingness to serve.

18.4.2 Criteria for the awards

- a) C.J. McElroy Award – Named for SCI's founder and chairman emeritus, the C.J. McElroy Award honors a hunting industry person of the world's hunting community who has made great contributions to the sport of hunting, achieved excellence in worldwide hunting, displayed a dedication to the conservation of wildlife, and has a history of service to the global hunting community and to SCI's goals. If a subcommittee member thinks no candidate is suitable to win the award, he may rank the "no winner" option as number one. If the "no winner" option has the lowest overall score, no award will be made.
- b) Hall of Fame Award – Induction into the Hall of Fame may be the most prestigious honor bestowed by SCI. Candidates are nominated by SCI members and chosen by the selection subcommittee on the basis of history of service to the world hunting community and dedication to SCI's goals of conservation of wildlife, protecting the freedom to hunt and education of the people. Candidates' hunting accomplishments are not taken into account. If a subcommittee member thinks no candidate is suitable to win the award, he may rank the "no winner" option as number one. If the "no winner" option has the lowest overall score, no award will be made.
- c) International Hunter Award – The SCI International Hunting Award was established to honor the great hunters of the world. Candidates must have achieved excellence in hunting, have hunted extensively and be actively hunting at the time of selection. Selection is based solely on specific and well-defined hunting achievements, numbers and quality of trophies entered in the SCI Record Book, number of countries hunted, total number of hunts taken and level of entries in the SCI World Hunting Awards.
- d) Professional Hunter of the Year Award -- The Professional Hunter of the Year Award honors professionals in the sport of hunting who are acknowledged by the hunting community and by clients to be considered outstanding leaders of the hunting profession. Recipients shall be individuals who are experts regarding wildlife, wildlife habitats, and the landscapes in which they operate. They must possess the ability to safely, effectively, and efficiently assist others to hunt in a proficient and ethical manner, abiding by all wildlife laws. They must demonstrate a history of service to SCI as evidenced by their active engagement in all aspects of SCI including record book, membership, convention, and wildlife conservation. They must be an SCI member in

good standing and exhibitor at the SCI Hunters' Convention at which the award will be presented and have been an exhibitor for at least five years. They must have worked in the professional hunting industry for not less than ten years. They must be active in related professional organizations and participate in governmental and conservation activities that further the sport of hunting. The award shall recognize two categories: North American and International.

- e) Young Hunter Award – This is an award for an SCI member that is 25 years old or younger and is a role model for conservation and hunting. Winners may be selected from a previous year's application, if they are judged by the subcommittee as the most qualified applicant.
- f) Diana Award – This is an award for a female SCI member that is 23 years old or older that has hunted at least 40 species on 4 continents and is a role model for international women in hunting.

18.4.3 Selection of winners.

(a) C.J. McElroy and Hall of Fame Award – Subcommittee members shall rank candidates by number with 1 being the best candidate in their view, so the winner shall be the candidate with the lowest overall score on ballots received by the deadline. If a subcommittee member considers no candidate on the ballot is suitable to win the award, he may rank the “no winner option” in the number one spot. There will be no winner if the “no winner” option has the lowest overall score.

(b) International Hunter Award – The winner shall be the candidate selected by the International Hunter subcommittee based on a list of the top 3 candidates who are calculated by staff to have the most points according to a formula based on the Record Book rankings of the specimens required for the Award. Subcommittee members shall then rank candidates by number, with 1 being the best candidate in their view, so the winner shall be the candidate with the lowest overall score on ballots received by the deadline.

(c) Professional Hunter of the Year Award – Any member of the SCI Board of Directors may nominate one or more candidates for the Award at any time, in either or both categories – North America and International. These nominees will form a pool of potential candidates. Potential candidates will remain in the pool unless the subcommittee decides that they no longer meet the criteria for the Award. The subcommittee for this Award will begin the selection process promptly after the Annual Hunters' Convention by selecting nominees from the pool for each Award category. The nominees will then be invited to submit applications for the award. The applications will be reviewed by the subcommittee and will be ranked by vote. The subcommittee chair shall break a tie in the rankings. An individual who has previously received the Award may be considered for the Award again, provided that at least five years have elapsed.

(d) Young Hunter Award – Subcommittee members shall rank candidates from a 500-word essay on the topic, “How I Am a Role Model for Hunting.” In addition, the candidate must complete a hunter safety education certification course, obtain a letter of recommendation from an SCI chapter, and obtain a letter of recommendation from a school administrator. Eligible applicants are scored, based on 30 percent conservation work and community service, 25 percent hunting and outdoor experience, 25 percent role model for hunting (including essay), 10 percent SCI Chapter recommendation and 10 percent for overall judgment of applicant.

(e) Diana Award – Subcommittee members shall rank candidates based on their hunting experience, difficulty in hunting, record book entries, and activities with SCI, SCI Foundation and other conservation projects.

(f) Selection of Winner – Each subcommittee shall determine the winner based on the awards criteria, however, the subcommittee may also by majority vote, move to delay, postpone or choose not to select a winner due to lack of qualifications, concerns of award availability or other circumstances that would materially affect the award, presentation or SCI's image.

18.4.4 Working method. Applications from candidates and ballots will be distributed by email or by any other means, including but not limited to regular mail, and ballots shall include the date by which the ballots must be received. The selection of a winner may be done in person, by mail or by electronic means and does not need to be unanimous.

18.4.5 Ethics and Executive Committee Review.

(a) Each subcommittee chair(s) shall submit the names of the top three finalists for the award selection of their subcommittee, if there are that many, to the Ethics and Code of Conduct Committee for its comments. If the subcommittee considers that the comments by the Ethics and Code of Conduct Committee merit it, the award may be given to another candidate.

(b) The subcommittee chair(s) shall transmit its final award selection and the comments by the Ethics and Code of Conduct Committee, if any, to the Awards and Recognition Committee Chair(s). The Committee Chair(s) shall forward the material to the Executive Committee for its approval, along with his recommendations. The Committee Chair may forward more than one nominee for an Award and if the Executive Committee approves all the nominees, the subcommittee and the Committee may make the final decision after obtaining Executive Committee approval.

(c) If the Executive Committee does not approve an award selection, the Awards and Recognition Chair(s) may, in consultation with the relevant subcommittee chair(s) appeal that decision. If the Executive Committee does not approve a candidate, that award shall not be given in that year unless a suitable alternative candidate is approved through the process set forth in this Section 18.4.

18.4.6 Record keeping. Ballots cast by subcommittee members shall be retained by staff for three years.

19. BYLAWS COMMITTEE

19.1. Bylaws Committee reports to the Executive Committee may be accompanied by observations and recommendations that the Committee considers of value to SCI.

19.2. The By-Laws Committee may conduct its business without meeting face to face or by video or telephone conference by sending electronic mail messages and replies to every member of the Committee.

20. CITES COMMITTEE

[Parliamentarian's Note: "CITES" means the Convention on Trade in Endangered Species of Wild Fauna and Flora.]

20.1 Responsibilities

The CITES Committee shall be responsible for:

- a) Recommending the positions SCI should take on CITES matters;
- b) Recommending to the President those staff, contractors, committee members or other persons who should represent SCI at CITES Conferences of the Parties ("CoPs") and CITES intersessional meetings;
- c) Collaborating on CITES matters with the SCI Foundation and individuals, organizations and governments that support the sustainable use of natural resources;
- d) Developing aids to communicating SCI's CITES positions;
- e) Overseeing all arrangements for promoting SCI's positions at CoPs and intersessional meetings;
- f) Any other actions that are required in order to fulfil SCI's mission in relation to CITES.

20.2 During a CoP

[Parliamentarian's Note: "CoP" means meeting of the Conference of the Parties to CITES.]

If at a CoP the chair considers that urgent action is required in relation to an important matter on which SCI has no position, or circumstances have changed such that an SCI position should be modified, he shall promptly inform the President of SCI. If discussion with the President is not practicable, the chair shall have discretion to take the action he considers appropriate in order to further SCI's mission.

21. CONVENTION COMMITTEE

21.1 Mission and Objectives:

To provide volunteer direction and liaison with the Convention Department to hold important fundraising social events to advance the goals and missions of SCI.

21.2 Committee Structure:

The Committee shall consist of a chair, up to 2 vice-chairs, the chairs of the sub-committees except for the Exhibitor Advisory Group, and the liaison to the Exhibitor Advisory Group.

21.3 Meetings:

The Committee shall meet at least three times per year, including one face-to-face meeting at the location of the August Board meeting.

21.4 Sub-committees:

The Committee shall have the following sub-committees, and any ad hoc committees the chair of the Committee shall direct. Except where otherwise stated, the chairs of the sub-committees shall be appointed by the chair of the Committee, and the members of the sub-committees shall be chosen by the sub-chairs and shall serve at their pleasure.

- a) Attendee and Exhibitor Relations: to consider disputes between SCI and other persons involved in the convention in relation to the business of the convention (but not disputes over contracts or arrangements to which SCI is not a party).
- b) Attendee Welcoming Team: to welcome attendees to the convention, to improve their customer experience and foster goodwill between them and SCI.
- c) Budget and Forecast: To review periodically with the Director of Convention the convention budget approved by the Board, and report to the Committee on its status, including notable risks and uncertainties and any revised forecasts of revenues and expenses. The sub-committee shall consist of the Chair of the Committee and up to three others.
- d) Donor Solicitation: In conjunction with staff, to identify and cultivate desirable donors to SCI's Auction Program from exhibitors at convention, and solicitor donations for the mutual benefit of SCI and the exhibitor.
- e) Emeritus: To provide advice to the Committee to maintain discipline, consistency and good practices that protect the convention. This sub-committee is composed of those willing Past Presidents of SCI who have served at least two terms as chairman of the Committee and others who have served at least four terms as chairman of the Committee, provided they are members in good standing. Before the first Committee meeting in each fiscal year, the sub-committee shall elect a chair. That first meeting shall be chaired by the chair of the Committee. Any sub-committee member may attend and speak at a Committee meeting, without vote. The sub-committee may raise matters of concern to the Committee, and the Chair of the Committee may refer matters of special importance to the sub-committee for advice.
- f) Exhibitor Care Team: To work on the convention floor to represent SCI to exhibitors, complement the work of exhibits floor management, assist in the implementation and enforcement of policies and procedures for exhibitors, and resolve show floor issues involving exhibitors.
- g) Exhibitor Welcoming Team: to welcome exhibitors to the convention and foster goodwill between exhibitors and SCI.
- h) Site Selection: to research and recommend to the Committee venues and facilities for future conventions and contract terms. The sub-committee is called by the Committee when required, and shall comprise a chair who is a member of the Emeritus sub-committee and other members chosen by him. His term shall end on the 30 June next following delivery of the sub-committee's final report, unless the chair of the Committee appoints his successor from an earlier date.

- i) VIPs, Special guests and Event Production: to foster the attendance of VIPs at convention and provide them with a positive experience, and to advise the committee on the composition and content of evening event production.

21.5 Exhibitor Advisory Group:

To advise the Committee of the interests and viewpoints of convention exhibitors; to inform SCI about exhibitor's thoughts and desires regarding the direction and business practices of the convention; to work within the context of SCI's missions and the convention's role in supporting them; to inform and advise SCI about perceived industry trends and to support the continued success of the convention.

The group shall comprise one representative from each of the following exhibitor categories, appointed by the Committee: outfitting (Africa); outfitting (North America); outfitting (small operator); firearms; art; retail sales. Members of the sub-committee must be SCI members in good standing who have exhibited at the convention for at least 10 years in total. The term of a sub-committee member is two years and he may be reappointed but may not serve more than six years in total.

The chair of the Committee shall appoint a liaison. The group shall meet at convention and at the August board meeting and otherwise as needed. Meetings shall be attended by the liaison and the Convention Director to represent SCI. Members may attend open sessions of the Committee, without vote.

21.6 Staff support:

The Director of the Convention shall be staff liaison to the Committee. The Director of the Convention and convention management staff may attend Committee meetings (without vote).

21.7 Dedicated auction donations

SCI volunteers and staff may solicit donations for convention auctions on terms requiring the proceeds to be used for a specified purpose (a dedicated donation). The donor must complete and sign a form containing all required information and agreeing that if the intended purpose cannot be achieved within three years, the funds will be allocated to the SCI General Fund and the donor shall have no recourse to them. The form must then be approved by the relevant staff and committee chair and the Executive Committee, signed by the Secretary, copied to the Finance Department and filed with the Convention Department.

The form is here:

[Dedicated Donation Form](#)

22. ETHICS AND CODE OF CONDUCT COMMITTEE

22.1 Ethical policies

22.1.1 Sportsmen's Code of Ethics

Recognizing my responsibilities to wildlife, habitat and future generations, I pledge:

To conduct myself in the field so as to make a positive contribution to wildlife and ecosystem;

To improve my skills as a woodsman and marksman to ensure humane harvesting of wildlife;

To comply with all game laws, or the spirit of fair chase, and to influence my companions accordingly;

To accept my responsibility to provide all possible assistance to game law enforcement officers;

To waste no opportunity to teach young people the full meaning of this code of ethics;

To reflect in word and behavior only credit upon the fraternity of sportsmen, and to demonstrate abiding respect for game, habitat and property where I am privileged to hunt.

22.1.2 “Internet hunting”

SCI considers that so-called “internet hunting”, where a person kills an animal remotely over an internet connection, is not hunting at all.

22.1.3 Fair chase standards for captive animals

SCI opposes the hunting of all animals bred in captivity unless the hunting operator, or an association of hunting operators, can demonstrate that the hunting meets SCI's fair chase standards (see 27.5.2 (iv) and (v)).

22.1.4 Hunting of Captive-bred lions

Considering that the practice of the captive breeding of lions for the purpose of hunting has doubtful value to the conservation of lions in the wild, and considering that such hunting is not consistent with SCI's criteria for estate hunting, the SCI Board has adopted the following policy:

- SCI opposes the hunting of African lions bred in captivity.
- This policy takes effect on February 4, 2018 and applies to hunts taking place after adoption of this policy and to any Record Book entry related to such hunts.
- SCI will not accept advertising from any operator for any such hunts, nor will SCI allow operators to sell hunts for lions bred in captivity at the SCI Annual Hunters' Convention.
- SCI recognizes that captive bred lion hunting remains fully legal in RSA therefore any SCI member can legally hunt a captive bred lion. If any SCI member chooses to hunt a captive bred lion, he does so on his own volition recognizing that the lion taken on such a hunt cannot be entered into the SCI Record Book nor will said lion count towards any SCI hunting award.
- This is not a hunting policy within the meaning of Article 2.4.1.a.ii of the SCI Bylaws

22.2 Flagging the Membership Database.

In order to prevent the grant or renewal of membership to persons against whom disciplinary action could be taken if they were members, the Committee may request the Membership Department to flag the membership database. The Committee may, to the extent possible, treat a person applying for membership as if he were a member in respect of the disciplinary procedures set out in the Appendix.

22.3 Vetting applications for membership

Where a person's name is flagged in the membership database or the Membership And Chapter Development Committee obtains information suggesting misconduct by that person, the Ethics and Code of Conduct Committee may, on request, provide an opinion to the MDCD on whether membership should be granted or renewed, given the likelihood of an adverse finding against such a member and the Bylaws eligibility requirement of sound moral character. The person applying for membership or renewal should be given notice of the information and invited to respond within 30 days.

[Parliamentarian Note: The Ethics Rules of Procedure for cases is found in the Appendix at the end of this Manual.]

23. EUROPE COMMITTEE

23.1 Application

23.1.1 These are the policies of the SCI Europe Committee and the Spanish non-profit association, Comité Europeo del Safari Club Internacional" ("the Association"), established to carry out the Europe Committee's activities.

23.2 European focus

23.2.1 The mission and purpose of the committee set out in 9.10.5 of the SCI Bylaws is to: ensure that SCI activities in Europe fulfil the mission statement of SCI; advise the Executive Committee on all matters of concern to the committee; propose and finance conservation education and humanitarian projects, and to increase the membership and influence of SCI in Europe.

23.2.2 In carrying out these activities, the Committee will be free to take into account local factors or differences that it considers may affect the success of its mission and purpose.

23.2.3 When the Executive Committee approves the charter of a new Chapter that the Europe Committee considers should be considered within the geographical limits of "Europe", or should be mentored by the Europe Committee for a set duration, the Europe Committee shall provide reasons for its view. The Executive Committee shall then decide whether the new Chapter falls within the scope of the Europe Committee's activities or mentoring.

23.3 Financial

23.3.1 The ultimate aim of the committee is to generate sufficient revenue in Europe to fund conservation projects and other activities, primarily in Europe, and to meet its expenses. In order to support the development of its activities, SCI has agreed that the following arrangements shall apply:

23.3.1.A SCI Bylaw 7.2 requires chapters to contribute the greater of 30% of the net proceeds of their most profitable fundraiser each year or the minimum set by the Membership and Chapter Development Committee ("the 30%) to SCI's General Fund or to a subsidiary body set up under SCI Bylaw 9.10.5.c. Rather than contributing their 30% to the General Fund, chapters that are members of the Association shall instead contribute their 30% to the Association. Chapters that are being mentored by the Europe Committee shall contribute their 30% to the Association until mentoring ends.

23.3.1.B Each European chapter whose president is a member of the Europe Committee shall be a member of the Association.

23.3.1.C The 30% from those chapters shall be paid on an annual basis as agreed with the Board of

Directors of the Association to meet the expenses of the Association and to fund conservation, humanitarian, and educational projects approved by the Association. New chapters are exempt from this requirement for the first year from the date of their charter.

23.3.1.D Any chapter may seek a waiver of all or part of their 30% payment from the SCI Board in the normal way under SCI Bylaw 7.2. Chapters may make additional voluntary contributions.

23.3.1.E The Association and SCI shall agree on a budget for the Association's activities annually. SCI shall reimburse to the Association expenditure included in the budget, up to a maximum of 50% of the membership fees generated by SCI members with an address in Europe, Russia, the Middle East or Central Asia ("the 50%").

23.3.1.F Until the Association and SCI agree that the Association is self-sufficient, if the total of the 50% and the 30% is less than the expenses included in the agreed budget and paid by the Association, SCI will reimburse those expenses in any event.

23.3.1.G If the reimbursement validly claimed is less than the total of the 50% and the 30%, the Association's entitlement to reimbursement shall fall away and will not be carried forward to the subsequent year.

23.3.1.H Reimbursements of expenses will only be made following a formal request in writing to SCI, with appropriate supporting documentation.

23.3.1.I For this purpose, the fee for a three-year membership will be split pro rata across the year in which it is paid and the following two years, and a life membership will be split pro rata across the year in which it is paid and the following 19 years.

23.3.1.J The Association shall adopt the standard Spanish fiscal year of January 1 to December 31 for its own purposes and for filings in Spain.

23.3.1.K The President of the Association, the President of the Iberian chapter, the Treasurer of the Association, and the Vice Treasurer of the Association and the SCI Chief Executive Officer shall be signatories to the Association's bank account. Except for the SCI Chief Executive Officer, two signatures shall be required for amounts over 10,000 euros.

23.3.1.L Two committee members shall be appointed as auditors to confirm that the Association's expenditure is consistent with SCI's principles and goals.

23.3.1.M The Treasurer and President of the Association shall present an annual report and accounts approved by the Board of the Association for approval at the last Association General Assembly before 31 December in each year. Once approved, the annual report and accounts shall be presented to the SCI Executive Committee for review.

23.3.1.N In the event of dissolution or lack of capacity to act on the part of the Association, SCI will appoint a management committee co-chaired by the CEO and the President of SCI to deal with any financial assets or liabilities and to distribute any to SCI. The Association will not take any legal action to prevent any such transfer, and will prevent any wasting of the financial assets. If there is a conflict between this paragraph and the Association's constitution, this paragraph shall take precedence to the extent possible under Spanish or other applicable laws.

23.3.1.O If necessary, committee members will comply with any legal requirements as ultimate beneficial owners of the Association.

23.3.1.P The Board of Directors of the Association shall consider and if thought fit, approve the proposed budget for each fiscal year, taking into account financial information provided by SCI, including membership subscription from SCI members with an address in Europe.

23.3.1.Q The General Assembly of the Association shall consider and if thought fit, approve the Association's accounts annually.

23.4 Expenses

- 23.4.1 Except for Regional Representatives and International Directors, who may claim reimbursement of certain expenses direct from SCI under paragraphs 15.1.5 and 15.1.6, no committee member shall receive compensation for carrying out their duties. Regional Representatives and International Directors and shall not claim expenses unless otherwise agreed by the committee in advance.
- 23.4.2 The salaries of professional support operatives, including the professional support operative located in Europe, shall be paid by SCI and any agreed amount shall be included as expenses in the Association's budget.
- 23.4.3 The SCI expenses policy for employees, including disallowed expenses, shall apply to the professional support operative located in Europe, subject to changes to reflect common European practice. In particular, the following rules shall apply.
- 23.4.4 There shall be no daily allowance.
- 23.4.5 Mileage allowances for the use of the professional support operative's own vehicle will be given in accordance with the country in which the vehicle is registered.
- 23.4.6 Public transport and sustainable modes of transport are encouraged.
- 23.4.7 Accommodation will be in four-star accommodation with breakfast.
- 23.4.8 Air and rail travel will be in second class at the lowest obtainable fare.
- 23.4.9 Reservations shall be made as soon as the travel is approved.
- 23.4.10 Other reasonable expenses will be reimbursed upon presentation of an invoice and proof of payment.
- 23.4.11 Electronic payment is encouraged.
- 23.4.12 The professional support operative will make the arrangements for travel approved by the committee.
- 23.4.13 Where travel expenses are incurred in connection with visiting third parties or affiliated organizations on behalf of SCI, reimbursement will be sought from SCI.

23.5 Management of the Association

- 23.5.1 The Association's constitution provides that it operates through a General Assembly of its members and a Board of Directors.
- 23.5.2 A chapter becomes a member of the Association upon the SCI Executive Committee's grant of its charter and express recognition that the chapter falls within the scope of the Europe Committee, and it will remain a member so long as it is in good standing with SCI and has made the required financial contributions to the Association.
- 23.5.3 If the committee considers that a chapter may be in breach of the SCI Bylaws or Policies

and Procedures, it may raise its concern with the chapter in writing and, in consultation with the Membership and Chapter Development Committee, decide on appropriate measures in relation to that chapter's membership of the Association, which may include suspension or termination of membership of the Association.

23.5.4. Under the Association's constitution, the Board of Directors of the Association is to include a President, Vice-President, Secretary, Treasurer, a deputy for each of them, and other directors as the Board determines. The President of the Association shall be the chair of the Europe Committee, subject to approval by the SCI President.

23.5.5 The General Assembly of the Association shall elect a President, who shall appoint the Secretary, Treasurer, Vice- Presidents and their deputies from the Europe Committee members for a term of four years. The election of the president and the appointment of the president and officers is subject to annual confirmation by the SCI Executive Committee (SCI Bylaws 9.10.5.a.) The Europe Committee members are the European Regional Representatives, the current SCI President and President-Elect, the Chief Executive Officer of SCI, one additional member of the SCI Executive Committee selected by the SCI President, International Directors who are citizens of a European country, Presidents of European chapters in good standing, and the chair or co-chairs of the International Affairs and Development Committee.

23.5.6 Notice of meetings shall be given 30 days in advance by email or any other legal means, contain the time, date, location and agenda. Documents to be considered will be emailed at least 14 days before the meeting.

23.5.7 A member of the Association in good standing can give a proxy to another member in good standing, but no member can hold more than two proxies.

23.5.8 A director in good standing can give a proxy to another director in good standing but no director can hold more than two proxies.

23.5.8 Decisions of both the General Assembly and Board of Directors are made by a simple majority decision except where the constitution of the Association or Spanish law provides otherwise.

23.5.9 The quorum for the Board of Directors is a simple majority. The quorum for a General Assembly meeting is one third of members with voting rights on a first call, or a majority of those present with voting rights on a second call.

23.5.10 The Association may contribute up to 4000 euros to a chapter which organises an official Association meeting in respect of room rental, restaurant and IT expenses.

23.6 Conservation, Education and Humanitarian projects

23.6.1 Any committee member may submit a proposal for a conservation, development, humanitarian or educational project consistent with SCI's mission and purpose to the committee.

23.6.2 The committee will appoint two committee members to evaluate the project.

23.6.3 If the committee decides to fund it, those two committee members shall monitor the project to completion and shall prepare a financial report to the committee on completion.

23.7 Awards

The committee may provide awards to a European chapter for Best Chapter, Best Conservation, Humanitarian and Educational Projects, Best Magazine or annual publication, and Best website and social media. The award will be a token to mark the achievement, not a financial award.

24. GOVERNMENTAL AFFAIRS COMMITTEE

[Parliamentarian's Note: In places within this Section, this Committee is referred to as "GAC".]

24.1 Mission and objectives.

24.1.1 The mission of SCI in governmental affairs is to support legislative, regulatory and policy efforts that enhance wildlife conservation, to protect the rights of hunters, and to assure, through legislative, regulatory and judicial means, the broadest possible enjoyment of hunting and access to hunting.

24.1.2 The objectives of SCI's Governmental Affairs Program are to monitor and participate in governmental activities at local, state, national and international levels, and to provide an active voice for hunters that is recognised as credible by governmental decision-makers.

24.2 Composition, staffing and Committee member duties

24.2.1 There shall be the following sub-committees: Federal Affairs, State Affairs, SCI-PAC, Hunter Action Fund and Legal Task Force.

24.2.2 Any SCI member may serve as a member or as the Chair of the Committee. However, a registered federal lobbyist who is engaged by SCI may not serve as Chair of the Committee, or as Chair of the SCI-PAC or the Hunter Action Fund. Registered state lobbyists who are engaged by SCI may not chair the State Affairs sub-committee. The Chairman may designate other sub-committees as needed.

24.2.3 The Committee and sub-committees shall be assigned sufficient technically competent staff, and any lobbying or similar contractors engaged by SCI.

24.2.4 Unless excused by the Chairman, Committee members are to participate, in person or by phone, in two Committee meetings preceding Board meetings and the May Board meeting "Lobby Day." A Committee member is expected to review and respond whenever possible to staff requests for input on matters concerning SCI's advocacy efforts.

24.2.5 Committee members must, within 30 days of their appointment, complete all documents required of Committee members by SCI, and maintain strict confidentiality as to the business of the Committee and sub-committees. Disclosure is permitted as required by law and the Bylaws, or other Policies and Procedures, to other Committee or sub-committee members, support staff or contractors, and following a request by any SCI Director. Any SCI Director to whom information is disclosed must maintain confidentiality on the same terms, unless expressly authorized in writing.

24.3 Developing positions

The GAC shall develop SCI's positions, testimony and submissions on legislative, regulatory and judicial issues and shall keep a record of positions adopted. A draft position or testimony will be prepared by staff and contractors and discussed at a meeting, the minutes of which shall summarize the discussions and conclusions. The Committee shall then forward its recommended position to the Executive Committee for approval prior to publication. Once Executive Committee approval is given, the Committee may then take whatever action it considers appropriate that is consistent with that position, except that submissions must be signed by the President and testimony must be delivered by the President or an appropriate person on his behalf. If urgent action is required in any other case the Committee is authorised to take the action it considers necessary to protect the

interests of SCI provided it is consistent with the Bylaws, and shall immediately inform the Executive Committee of any such action.

24.4 Record of positions

The current legislative and regulatory policies of SCI and the dates they were adopted are as follows:

24.4.1 Non-resident hunters - SCI supports non-resident hunting quotas in US states.

24.5 SCI-PAC.

There shall be a sub-committee of the GAC called “the SCI Political Action Committee” (“SCI-PAC”).

24.5.1 Purpose. SCI-PAC’s purpose is to seek to improve government by encouraging SCI members wanting to preserve hunting and promote sound wildlife management to take an active role in the electoral process.

24.5.2 Duties. It shall inform the GAC regarding fundraising, support or efforts to defeat candidates, financial support of candidates, endorsements and independent expenditures It may, subject to the approval of the GAC, engage independent contractors to carry out campaign objectives.

24.5.3 Administration. It shall comply in all respects with all federal laws applicable to a political action committee, including maintaining a tax identification number separate from SCI and separate bank accounts. Any SCI-PAC mailing shall be approved by the Chief Executive Officer or the Director of Finance to confirm it complies with federal laws and to avoid duplicating other solicitations. A SCI-PAC check-off box shall be included in all renewal mailings to SCI members.

24.5.4 Requests for funding. All requests for funding shall be submitted to the SCI Director of Governmental Affairs or his designee, who shall immediately notify the SCI-PAC of that request and his advice and recommendations. The SCI-PAC shall agree to or reject the request. All requests must be made on the SCI-PAC Candidate Recommendation Form. [***Form to be included here.***](#)

24.5.5 Candidate Fundraising events. SCI shall be represented at candidate fundraising events by volunteers or staff, rather than contractors, whenever possible. Up to 50% of contribution to a candidate shall be presented at a fundraiser in the candidate’s home state whenever possible. Staff shall inform Chapter leadership of candidates from their state being considered for support, and Chapter leadership shall [be requested to] inform the Director of Hunter Advocacy of the candidate’s fundraiser schedule in that state.

24.6 Litigation

SCI shall not enter litigation without the approval of the Executive Committee, except where the circumstances require action to be taken quickly and:

- a) SCI’s litigation staff has recommended involvement;
- b) the chair of the Legal Task Force, the chair of the Governmental Affairs Committee and the President or a person designated by him agree;
- c) the likely cost of the litigation can be absorbed in a current budget; and
- d) the litigation does not involve any new policy direction.

The Executive Committee shall be notified immediately upon any decision to enter litigation without prior Executive Committee approval.

24.7 Legal Task Force

24.7.1 Membership. Members of the Legal Task Force must be attorneys or members of the bar.

24.7.2 Referrals. If a referral is requested, staff shall provide a list of Legal Task Force members and local counsel who wish to be on the that list.

24.8 Grants or awards to public officials

Except for SCI-PAC political contributions, SCI will not make any grant, donation, award or otherwise provide any financial value to publicly elected or appointed officials or their families without Executive Committee approval.

25. INTERNATIONAL AFFAIRS AND DEVELOPMENT COMMITTEE

25.1 Mission and objectives.

In conjunction with other relevant committees, to develop SCI's influence and impact on international wildlife and conservation issues, to influence the development of international membership and chapter growth, and to support SCI's international activities in relation to NGOs, agencies, governments, conventions and treaties.

25.2 Structure.

The committee shall have no less than six members, at least three of which shall be International Members, and the quorum shall be four members. The committee shall work with the support of professional staff and to the extent practicable with International Chapter Presidents, International Directors, and international Regional Representatives.

25.3 Affiliate Memberships.

The committee shall be responsible for approving international Affiliate Memberships.

25.4 International Chapter of the Year.

The Committee shall, in conjunction with the Membership and Chapter Development Committee, determine the International Chapter of the Year.

25.5 International Legislator of the Year.

The Committee shall be responsible for determining the International Legislator of the Year. It may decline to make the award if it considers there are no suitable candidates.

26. MEMBERSHIP AND CHAPTER DEVELOPMENT COMMITTEE

26.1 Mission and Objectives – the committee shall be responsible for membership and Chapter growth, membership retention and

enrichment, and Chapter services. It shall:

- 26.1.1 Guide and support membership and Chapter development staff, including managing Affiliate Memberships;
- 26.1.2 Analyse member and Chapter needs so as to recommend initiatives;
- 26.1.3 Assist Chapters in complying with the Bylaws;
- 26.1.4 Conduct awards for Chapters for growth and supporting SCI's missions;
- 26.1.5 Help Regional Representatives to grow Chapters;
- 26.1.6 Assist other committees or departments of SCI with their goals.

26.2 Structure

- (1) The following shall be committee members because of their positions: the IADC Chair, the Sables Membership Committee Chair, and a Regional Representative, who shall chair a Regional Representatives Sub-Committee. That Regional Representative shall be elected by the Regional Representatives.
- (2) There shall be a Chapter Awards Subcommittee. It is responsible for evaluating and scoring the applications filed by the chapters for chapter awards and for recommending award recipients to the Membership and Chapter Development Committee.

27. COMMUNICATIONS

27.1 Tag lines

All tag lines must be approved by the committee in advance.

27.2 Media appearances

Any SCI staff member, Officer or other Directors must obtain prior Executive Committee approval to any appearance in a public media production, including film, TV, radio and print, in relation to goods and services in any way connected with SCI's mission or activities for which he has paid less than full market value. This shall not apply:

- 27.2.1 if his SCI position is incidental to the subject matter;
- 27.2.2 if he does not make representations on behalf of or about SCI, and his appearance is incidental;
- 27.2.3 to appearances relating to SCI's missions authorised elsewhere in these policies and procedures;
- 27.2.4 to interviews for SCI Radio;
- 27.2.5 If the value of the goods or services is less than \$100 and the CEO gives permission;
- 27.2.6 if an urgent response is required and the CEO and President jointly give permission. They shall then inform the Executive Committee as soon as possible.

27.3 Publications Mission

The mission of SCI's publications is:

- 27.3.1 to inform members and to entertain them;
- 27.3.2 to provide membership benefits;
- 27.3.3 to generate funds;
- 27.3.4 to publicize SCI's accomplishments and present a favourable image;
- 27.3.5 to influence SCI members and non-members.

The Publications Editor, who reports to the CEO, shall be responsible for the design and content of SCI's publications. The design and content of SCI publications shall be consistent with SCI's goals.

27.4 Publishing Schedules

Safari Times shall be published monthly and Safari Magazine shall be published bi-monthly, with an additional summer issue promoting SCI's hunting awards, and firearms and equipment.

27.5 Safari Magazine

In Safari Magazine, there shall be -

- 27.5.1 appropriate disclaimers in each issue, including warning of the hazards of reloading ammunition and that publication of an advertisement does not imply SCI endorsement.
- 27.5.2 no negative hunt reports from members.
- 27.5.3 50% of articles on North America, 40% on Africa, and 10% on elsewhere;
- 27.5.4 Covers alternating between North American and African subjects, and featuring other continents when possible;
- 27.5.5 The majority of articles on hunting, equipment and hunting trends, with the aim of attracting a large audience of hunters and new members, and the promotion of major SCI activities and important projects.

27.6 Prohibited advertising

Advertising that does not appear objectionable shall be accepted unless the Executive Committee directs otherwise. The Executive Committee may consider a number of factors in arriving at its decision including a cost/benefit analysis. An advertisement may be rejected if the Executive Committee in its sole discretion considers it unsuitable, or if the Editor of the publication, in consultation with the Executive Committee, the President, or the CEO, considers it conflicts with SCI's goals.

Ads with the following features are specifically prohibited:

- 27.6.1 offering hunting trophies for sale;
- 27.6.2 promoting membership in organizations that compete with SCI or in conflict with its goals, and specifically Conservation Force;
- 27.6.3 that might discredit SCI, hunters or hunting;

- 27.6.4 for services or products that are illegal or SCI considers unethical;
- 27.6.5 that may appear to be disrespectful of wildlife;
- 27.6.6 for any contest or activity involving prizes for killing wildlife;
- 27.6.7 that might be wrongly construed as inferring the endorsement of SCI;
- 27.6.8 involving false claims, or vulgar, suggestive or offensive;
- 27.6.9 potentially libellous or an attack on the character of individuals or the goods services or activities of others;
- 27.6.10 for hunting companies owned or operated by persons charged with or convicted or game law violations;
- 27.6.11 for carved ivory.

27.7 Competing Record Books

No financial support shall be given to an organization that publishes a record book of game animals without Executive Committee approval.

27.8 Internal recharges

SCI Committees and departments shall be charged an amount representing the cost per page for production, prepress, printing and mailing of publications in which advertisements promoting their programs appear.

27.9 Chapter discounts

Chapters may purchase case-lots of the Record Book at a discount, and may purchase any past issues of Safari Times or Safari Magazine to use in promoting membership at the lowest possible cost.

27.10 Complimentary Record Books

Complimentary copies of the Record Books shall be provided to members of the Record Book Committee, advisors appointed by the committee, committee support staff and editorial contributors to the Record Books.

27.11 Trading publications

Copies of SCI publications may be traded for similar publications for use by SCI.

28. RECORD BOOK COMMITTEE (RBC)

28.1 Structure of the Record Book Committee (RBC)

28.1.1 The RBC consists of members in the following positions. The SCI Executive Committee selects the Chairman and the Chairman selects all the other positions. A person may serve in more than one capacity. The Chairman, the sub-chairs and Advisors have voting privileges.

- A. Chairman
- B. Vice-Chairman for Record Book
- C. Vice Chairman for World Hunting Awards

- D. Vice-Chairman for Alternate Methods/Major Awards
- E. Sub-Chair for Africa
- F. Sub-Chair for Africa and Africa Introduced
- G. Sub-Chair for Asia
- H. Sub-Chair for Europe
- I. Sub-Chair for North America
- J. Sub-Chair for North America Estate (indigenous species found on estates)
- K. Sub-Chair for North America, introduced exotics
- L. Sub-Chair for South America
- M. Sub-Chair for South Pacific
- N. Measuring Advisor
- O. Consultants
 - Africa Consultant
 - Archery Consultant
 - Handgun Consultant
 - International Research Consultant
 - Muzzleloader Consultant
 - North America Consultant
 - Record Book Quality Assurance Consultant
 - Executive Committee Liaison

28.1.2 Special subcommittees

The Chairman may appoint ad hoc committees at his discretion

28.1.3 Consultants

- A. The Chairman, in consultation with the Vice-Chairs, may appoint consultants
- B. Consultants act in an advisory capacity and do not have voting privileges
- C. They serve for one fiscal year and may be reappointed
- D. Attendance at meetings is not required
- E. Consultants are not compensated
- F. Consultants are subject to the same policies and procedures as SCI staff and volunteers regarding reimbursement for out-of-pocket expenses.

28.1.4 Staff

The SCI CEO shall provide adequate and appropriate staff to provide assistance and support to the RBC. The Record Book Manager or Record Book Director will act as the staff liaison for the RBC.

28.1.5 Meetings

- A. The RBC shall normally meet monthly, by conference call.
- B. The RBC shall also meet in-person once each year during the Annual Hunters' Convention. The purpose of the in-person meeting is to allow Convention exhibitors to meet with the RBC.

28.1.6 Purposes

The purposes of the RBC are:

- A. To maintain the SCI Record Book of Big Game Animals;
- B. To evaluate and approve entries into the Record Book as well as non-Record Book photo entries;
- C. To operate a system for training and approving Official Measurers and Master Measurers;
- D. To provide for recognition of SCI members whose entries appear in the Record Book and the World Hunting Awards program;
- E. To operate a system of Hunt Reports to enable SCI members to share their hunting experiences.

28.1.7 Decisions and Actions of the RBC

Wherever these Rules make reference to a decision or action by the RBC, this means a decision or action taken by the RBC as a committee, adopted by the necessary majority or consensus, and recorded in the minutes of the meeting.

28.2 Categories; Methods of Hunting

28.2.1 Establishing Categories

- A. The RBC shall establish categories for trophy animals based on the physical characteristics of the animals and the places where and circumstances under which the animals were taken.
- B. The following information must be agreed on by a majority vote of the RBC before a new category may be established:
 1. Taxonomic Notes: Scientific Name, Description, Habitat, Distribution, Remarks;
 2. Map image and legend
 3. Minimum or Editor's Discretion (Sub-Chair Discretion)
 - (i) Editor's Discretion may be used for the initial establishment of a category prior to receiving sufficient entries, normally 30, to provide a database for the establishment of minimum scores;
 - (ii) During this initial period the Editor can use discretion to assure, to the best of his knowledge, that the entry is a mature animal;
 - (iii) After 30 entries have been made the RBC will re-evaluate the category and establish minimum scores.

4. World Hunting Awards Applicable: Continental Awards, Milestone Awards, Inner Circles, and any new awards approved by the RBC;

5. International Hunter point values must be provided for a rifle, muzzleloader and bow.

C. No animal can be entered into the Record Book unless there is an appropriate category for the entry.

28.2.2 Free Range

For species categories that contain both free range and estate animals, only the “free range” designation will be used in the Record Book and the “estate” designation will be omitted. An example of this would be the Northeastern white-tailed deer, which has both free range and estate categories. They are listed in the Record Book as M-98 Northeastern White-tailed Deer (free range) (Typical) or N88 Northeastern White-tailed Deer (Typical). Category N88 is specific to estate animals from North America and species in that category will no longer contain the word “estate” in the Record Book. This will apply to all species that are estate animals in all continents.

28.2.3 Indigenous animals

Only one entry of an indigenous animal is required to establish a category for that animal.

A. An indigenous animal is defined as an animal that is native to the country or to a specific geographic area within that country where it is taken.

B. An animal shall not be considered indigenous if it occurs naturally within the country in question but is taken outside the defined geographic area for that category.

28.2.4 Introduced animals

A. Five entries of an introduced animal are required to establish a category for that animal.

B. An introduced animal is an animal that is not native to the country where it is taken, or is native to that country but is not taken in the geographic area defined for that animal in that country.

28.2.5 Estate animals

A. There shall be a separate category for estate animals, whether indigenous or introduced (introduced animals are also known as exotics).

B. Estate animals were originally given an “estate” designation next to their name in the Record Book and in the Record Book software. The RBC voted to delete the “estate” designation and only list the animal name while adding a “free range” designation for all free range-taken animals that have both estate and free range categories (effective October 4, 2017).

C. An Estate animal is an animal that is harvested on a property or area that use an artificial or unnatural restrictive barrier, in most cases a fence, which restricts or confines the movement of game animals.

1. The restrictive barrier may consist of multiple sides or only one side.

2. If an artificial barrier is used in conjunction with a natural barrier such as a bluff, canyon, river, lake, or other natural barrier, then the enclosed area is also considered an estate.

D. Any game animal taken that was raised or kept for any length of time within the confines of an Estate and then intentionally or unintentionally released outside the Estate will only be considered

for the Estate category.

E. An animal that occurs naturally within the geographic area for that category but which is taken on an Estate shall be categorized as an Estate animal.

28.2.6 Changing Categories

A. The RBC can change categories as information becomes available to the Committee to support adding a new category, amending an existing category, or deleting a category that had been previously established.

B. A change in a category can be based on any of the following:

1. A change in the applicable wildlife laws that makes an animal huntable that was not previously huntable, or that makes an animal that was previously huntable not huntable;
2. A change in the scientific literature that describes a new subspecies;
3. The introduction of an animal not previously found in a particular area;
4. A natural change in the distribution of an animal;
5. Intentional changes in estate or introduced animals introduced by wildlife managers or breeders;
6. Any other information that reasonably supports a change.

C. Any member of the RBC can propose a change by presenting information to the Committee on the record of a Committee meeting.

1. The proposal shall be reviewed by a three-person panel of Committee members not including the proponent.
2. The panel shall seek information from the existing technical literature and from recognized and knowledgeable people in the scientific, hunting and governmental community. Any change based on wildlife laws must be confirmed by a competent source within the government in question.
3. The panel shall present its findings on the proposed change to the committee, which may approve a change by a two-thirds majority vote.

D. Record Book entries shall not be affected by a decision to modify or delete an existing category. The Record Book shall be annotated to show that the category was modified or deleted, and the date of modification or deletion, along with a statement that the modification or deletion was based on new information available to the RBC.

28.2.7 List of Categories

A list of the current Record Book categories shall be maintained by the RBC and published on the SCI website.

28.2.8 Information included for each Category

The Record Book shall include information for each category describing the animal and its natural geographic description (specific locations could include game management areas, mountain ranges or other defined areas), its population and protected status, and other information as may be

relevant.

28.2.9 Picked-up entries

A. A picked-up entry is an animal that was not taken by the member, including animals that were found, inherited or purchased.

B. Picked-up entries shall be listed separately in each category. And will not have a ranking in the Record Book.

C. Shed antlers will be accepted into the Record Book but only as pick-ups. Antler sheds can be entered into the Record Book but the measurer must estimate the inside spread and it can be no wider than the longest of the main beams.

28.2.10 Methods of hunting

The following methods are recognized for entries into the Record Book, and other methods may be recognized from time to time by the RBC:

- A. Rifle,
 - a. Includes shotgun (shotgun entries are classified as a rifle except for turkeys and Kri Kri Ibex from Greece);
- B. Handgun;
- C. Muzzleloader;
- D. Bow and arrow;
- E. Crossbow;
- F. Darted;
- G. Airgun (bullet or shaft)

28.3 Requirements for Entries

28.3.1 Membership in SCI

The hunter making the entry must be a National, International, or Life Member of SCI in good standing at the time of submission of the entry.

28.3.2 Minimum Scores

A. The RBC shall determine minimum scores for entries in each category.

B. Such determinations shall be made by majority vote of the RBC and shall be recorded in the RBC minutes.

C. A list of the current minimum scores shall be maintained by the RBC and shall be published on the SCI website.

28.3.3 Types of Entries

A. There are two basic types of entries – Record Book entries and Photo entries.

B. From time to time, the RBC may establish other types of entries, all of which shall be known generally as Non-Record Book Entries. The RBC shall establish the requirements for each type of Non-Record Book entry.

C. In 2018 the RBC introduced a new category or entry to recognize older age class animals that are beyond their prime. The category is called the Methuselah Award. Both Record Book and photo entries can be recognized as Methuselah entries.

D. The Record Book Committee will only accept Record Book Entries or Photo Entries for females that have measurable horns, antlers, skulls or teeth when the females possess measurable features that meet the minimum qualifications/score for that category, unless as noted below under the authorized exception. For example, mature adult lionesses and mature adult female elephants may be entered. Female animals not meeting the minimum qualifications/score may be accepted at the sub-chair's discretion for youth members who were under 16 at the time of take. The relevant sub-chair has discretion on whether to accept immature animals as photo entries. Male tusk-less elephants may be accepted as photo entries.

- a. Authorized exception: photo entries will be accepted for female forest duikers, and Bates's pygmy, Royal and Suni antelope.

28.3.4 Requirements for Record Book Entries

A. A Record Book entry is an entry intended to be entered into the SCI Record Book.

B. A Record Book entry must be submitted on the official SCI entry form (also known as a method form or score sheet) appropriate for the type of animal.

C. Typed entries are preferred.

D. The entry must be signed and dated by the hunter.

E. The form must include the SCI member's name, as he/she wishes it to be printed in the Record Book, address, telephone number, and email address (if any).

F. The entry form must contain the following additional information:

1. Statement of legality of take;
2. Free range or estate box checked;
3. Measurement signed and dated by on Official Measurer or Master Measurer;
4. Date when taken;
5. Location where taken; The name of a country is not sufficient for place taken; There must be a specification of a specific geographic area within the country;
6. Self-guided (where legal) or name of guide and/or outfitter;
7. Method of take;
8. Color photographs of the animal taken in the field (field photo) at the time of taking; for antlered game, three color photographs of the antlers taken from different angles, or sufficient photographs to show all the points must be submitted;
9. An option for Anonymous submission: The RBC approved for members to have their entries published in future Record Books anonymously using their Record Book Software ID number.

10. Antlered game method forms should contain a box to indicate whether the species was measured with or without velvet. If measured in velvet the form must have a note as to whether or not the antlers measured in velvet will have 2% deducted from the total score.

11.. Any other information required by the RBC and included on the published form.

G. Completed entry forms must be postmarked by the current publication deadline to assure inclusion in the Record Book to be published for the following year. The deadline for the Convention Major Awards is March 31st of the year prior to the Annual Hunters' Convention.

H. As of September, 2017, the RBC approved the submission of entries from members that would allow the member to submit an entry and have their information published in the Record Book anonymously. The member may check off a box on the entry form indicating that they want to submit and "Anonymous Submission." If this option is chosen, the member's Record Book Software ID (identification) number will be used in all Record Book Publications instead of their names.

28.3.5 Requirements for Photo Entries

A. A photo entry is an entry based on a photograph that does not become part of the Record Book but may be used for animals that were legally taken and

1. will not be entered into the Record Book but will be considered for the World Hunting Awards program; or
2. do not meet the minimum scores for entry into the Record Book.

B. The processing fee for a photo entry will be set by the RBC and will be maintained on a schedule of fees.

C. All photo entries must be submitted on a photo entry form, completely filled out, with a color field photo attached.

D. Photo entries are subject to the same review and approval process for acceptance of the entry as Record Book entries.

E. All photo entries must have the Lawful and Ethical Hunting Statement signed by the member.

28.3.6 Field Photos not available; Affidavits

A. If a member cannot produce a field photo for a Record Book entry or photo entry of an animal, they must provide color photographs of the mounted trophy and must sign a "No Field Photo Affidavit" for each such entry.

B. For antlered game trophies, three colored photographs of the mounted trophy, each taken from a different angle, or sufficient photographs to show all the points, must be submitted.

C. The affidavit must be on a form provided by SCI.

28.3.7 Entries are property of Safari Club International (SCI)

All photos and entries submitted to SCI become SCI's property.

28.3.8 Additional Requirements for Record Book Entries of Estate Animals

An Estate animal must meet the following criteria in order to be qualified for entry into the Record Book:

- A. The animal must have freely resided on the hunted property and the area to be hunted for six months or longer;
- B. The animal must be part of a breeding herd that is a resident on the hunted property;
- C. The operators of the hunted property must provide freely available and ample amounts of cover, food and water at all times;
- D. The hunted property must provide escape cover that allows the animals to elude hunters for extended periods of time and multiple occurrences;
- E. Escape cover, in the form of rugged terrain or topography, and/or dense thickets or stands of woods, shall collectively comprise at least 50% of the property;
- F. The animal must exhibit its natural flight/survival instincts;
- G. No zoo animal, exhibited animal or tame animal may be considered for entry into the Record Book;
- H. Hunting methods employed cannot include driving, herding or chasing the animal to the hunter;
- I. SCI supports prevention, management, and research of all wildlife diseases as it pertains to high-fenced and non-high-fenced hunting areas.

28.3.9 Requirement of Legal Taking

The RBC will only accept entries for animals which were lawfully taken under the laws of the country, state and/or province where taken, when taken.

28.3.10 Use of Aircraft

All Entries are subject to the following conditions regarding the use of aircraft:

- A. A hunter may not enter an animal in the SCI Record Book or for any SCI award if it has been shot from an aircraft, or intentionally hazed or herded by an aircraft, including drones. The hunter may otherwise hunt on the day they fly into an established camp or camp set up location or surrounding areas, provided it is legal to do so.
- B. Each entry in which the use of aircraft was involved must be accompanied by the following statement, signed by the hunter:

"As a member of SCI, I understand that irrespective of local laws to the contrary, shooting an animal from an aircraft, intentional hazing, herding, or same day hunting/flying in a manner that is not permissible as described in Safari Club International's aerial policy will disqualify me from receiving any Safari Club International / Safari Club International Foundation award for that animal and will disqualify that animal from entry into the SCI Trophy Record Book. I further acknowledge that an attempt to submit such animal will constitute a violation of the Hunters Code of Ethics."

28.4 Review and approval of Entries

28.4.1 Submission and processing fee

A. All Entries must be sent to the SCI Record Book Department.

B. Online Entries can be submitted on the scionlinerecordbook.com page.

C. A non-refundable processing fee will be set by the RBC and will be maintained in a schedule of fees. The processing fee must accompany each Record Book entry.

28.4.2 Initial Review by Staff

A. The Record Book Department staff will perform an initial review to assure that the entry form has been filled out correctly and completely and that it is legible.

B. Entries received without the signature of the hunter or measurers are returned to the SCI member.

C. Entries that are received without photographs will not be processed. Staff will follow up with the member to obtain photographs. If the member is unable to provide field photos they will be required to submit a "No Field Photo Affidavit".

D. Entries missing other information such as locality taken, date taken, or any other required information will be held while the staff makes an attempt to collect the missing information from the hunter via email and phone messages.

E. If the member does not respond to these requests within thirty days the entries will be returned to the SCI member.

F. A potential Overall Top 20 entry is an entry that would likely rank in the top 20 animals in its category, based on the initial review by staff at the time that the entry is received. If staff determines that an entry is a potential Overall Top 20 entry, staff will notify the hunter of this and will make him aware of the special requirements for Top 20 Entries (See Section 27.4.5 below).

G. When the staff review is complete, the entry is entered into a Record Book Database pending batch for further processing.

H. Entries are grouped by geographic area and forwarded to the appropriate Sub-Chair(s) for review.

28.4.3 Review by Sub-Chairs

A. The Sub-Chair may, at his discretion, require clarification or additional information, including but not limited to:

1. Additional photographs to provide more clarity,
2. A more precise location (examples would include game management units, mountain ranges, or area with clear boundaries),
3. Clarification on whether the animal was hunted on an estate or free range,
4. Request for the entry to be rescored.
5. Any Entry that is returned to the Record Book Department will be placed in Batch 3000.
 - i. Batch 3000 entries may be sent back to Sub-Chairs by email once additional items are received to allow that entry to be ranked with its original batch once approved.
6. A Genetic/DNA analysis be done by the applicant at an accredited laboratory when the identity of a species is questioned by the Sub-Chair. In this circumstance the Sub-chair may request a completed RBC Genetic/DNA Affidavit also be submitted with the Record Book Entry to provide the Committee with detailed documentation for each analysis as well as the results of the analysis.

B. If the SCI member has not responded to the Sub-Chair request for clarification or additional information within 90 days, the entry is removed from the record book software and returned to the member without a refund.

C. The Sub-Chair may determine that the entry should be placed in a different category, in which case the entry will be reclassified and the SCI member submitting the entry will be notified.

D. Upon approval by the Sub-Chair, the entry is processed for official entry and ranking in the Record Book.

E. The SCI member will receive a certification card showing that his entry has been accepted into the Record Book.

28.4.4 Ranking of Entries

The ranking of entries within a category may change from time to time. Ranking is a dynamic process since a new entry in a category can change the rank of existing entries.

28.4.5 Special Measuring Requirements

A. Potential Top 20 entries:

1. A Potential Overall Top 20 entry is an entry that at the time of submission may rank within the Overall Top 20 animals within its category.
2. A Potential Overall Top 20 entry must be based on a certified measurement. A certified measurement is a measurement made by a Master Measurer 60 days or more after the date of Harvest.
 - i. Certification Panel Score - a minimum of three SCI Official Measurers scoring together to provide a consensus on any Record Book entry after the 60-day drying period. Record Book Committee Sub-Chairs can approve the use of a panel score to certify an Overall Top 20 overall Record Book entry when a Master Measurer is not available to certify the entry. Each measurer who assists with a panel score should include their name, measurer number, and signature on the score sheet.
 - ii. Master Measurer Panel Score - two or more Master Measurers who cooperatively measure a complex or Top 20 Record Book entry to assure that the species is measured accurately and completely. A Master Measurer Panel Score is not required but can be used to provide a consensus and ensure consistency. Each measurer who assists with a panel score should include their name, measurer number, and signature on the score sheet.
 - iii. Exception to a Master Measurer certification may be a live video or video measuring that can be verified by a Record Book Committee Subchair or Record Book Department staff as correctly and accurately measured.
3. The animal cannot be measured by the person making the entry, a close family member, or anyone associated with the hunt.

B. RBC Major Awards:

1. A RBC Major Award is one of the following hunting awards given by SCI:
 - i. Annual Continental Awards
 - ii. Annual Alternative Method Awards
 - iii. Annual Turkey Awards
 - iv. Any other award defined by the Record Book Committee of SCI as a Major Award.
2. To be considered as one of the animals counted towards the requirements of a RBC Major Award, the entry of that animal must have been based on a certified measurement, regardless of the type of entry.

C. In the event that a certified measurement cannot be made, the following deductions from the score of the animals will be made from the total score for the entry: a 3% percent deduction for antlered game, and a 5% deduction for skulls and horned animals.

D. Other exceptions to the requirement for a certified measurement can be made at the discretion of the RBC.

28.4.6 Special measuring situations:

A. Rhinoceros: All rhinoceros trophies that are taken must be measured at least 60 days after the Rhino has been harvested to be certified.

B. Darted Animals: A darted animal cannot be certified or considered for a RBC Major Award because they are measured alive.

C. Crocodilians: A crocodilian can only be certified by an SCI Master Measurer if measured after harvest or after taking a measurement of the full body mount. Crocodilians that are not certified will not be considered as a Top 20 animal or as an animal to qualify the hunter for an RBC Major Award.

D. Turkey – Does not require a Drying Period for certification.

E. Elephant – Stamped weights and/or export documents will be accepted for elephants and the 60-day drying period may not be reflected for ivory weights.

28.4.7 Acceptance of an entry into the Record Book

A. The acceptance of an entry into the Record will only occur after review by the Sub-Chair and is at the sole discretion of the RBC.

B. Any member of the RBC may question the acceptance of an entry by asking for it to be put on the agenda of an RBC meeting and by providing the RBC with supporting documentation.

C. Reasons for questioning the acceptance of an entry may include, but are not limited to, the following:

1. Taking an animal in violation of the laws, regulations, rules of the state, province or country of take;
2. Importing an animal in violation of the law of the country of import and entering or attempting to enter it into the Record Book;
3. Taking an animal in violation of the standards set forth in the SCI Bylaws and specifically in the SCI Hunters' Code of Ethics;
4. Entering or attempting to enter in the Record Book an animal that the member did not personally take, except in the category of pickups;
5. Entering or attempting to enter in the Record Book an animal for one entry and then to attempt to use the same animal for an entry in a different category;
6. Entering or attempting to enter the same animal more than once in the same category with different scores;
7. Forging or altering the signature of an official or master measurer on any entry form;
8. Influencing, or attempting to influence by any means, an official master measurer to incorrectly score an animal;
9. Altering the measurements on an entry form after the animal in question had been measured by an official or master measurer;
10. Incorrectly scoring one's own trophy to make it appear that it scored higher than it did;
11. Making a misrepresentation to the RBC.

D. The RBC may accept any information from any source, without regard to the age of the information.

E. The decision of the RBC on the acceptance of an entry into the Record Book is the final decision of SCI.

F. No entry shall be accepted during the period of suspension from an SCI member whose membership is suspended.

28.4.8 Removal of entries of expelled members

If a member of SCI is expelled, all of his entries in the Record Book shall be removed. Record Book Department staff will mark the member and all their entries as inactive.

28.4.9 Review of an entry after acceptance

A. If information becomes available to the RBC after an entry has been accepted that indicates that any of reasons specified in Section 27.4.7 for questioning the validity of an entry exist, the RBC may open an inquiry to review the matter.

B. The inquiry shall be conducted in coordination with the SCI Ethics and Code of Conduct Committee and in accordance with any procedures, policies or guidance supplied by that Committee.

C. If the inquiry by the RBC indicates that entry should be withdrawn or that awards based on the entry should be rescinded, the matter shall be forwarded to the SCI Ethics and Code of Conduct Committee for further proceedings.

D. The RBC may review entries after they have been submitted to correct any mistakes.

28.4.10 Use of SCI scores or measurements

Only the RBC may approve the score and ranking of each SCI Record Book entry. At no time shall a score be considered or advertised as an SCI official score until it has been officially ranked in the SCI Record Book of Big Game Animals.

28.5 Measuring

28.5.1 Measurers

A. There are two categories of measurers: an Official Measurer and a Master Measurer

B. Any SCI member may become an Official Measurer or a Master Measurer.

C. All measurers are required to maintain a membership with SCI in order to retain their measurer status.

D. Master Measurers can make certified measurements. A certified measurement is a measurement made 60 days or more after the date of harvest.

a. A certified measurement is required for an entry that will, at the time of submission, rank within the Overall Top 20 animals in its category. This is known as a Top 20 entry.

b. A certified measurement is also required for any entry which is intended to be used as a basis for receiving an RBC Major Award.

c. Exceptions to the requirement for a certified measurement can be made at the discretion of the RBC.

i. Certification Panel Score - a minimum of three SCI Official Measurers scoring together to provide a consensus on any Record Book entry after the 60 day drying

period. Record Book Committee Sub-Chairs can approve the use of a panel score to certify an Overall Top 20 Record Book entry when a Master Measurer is not available to certify the entry. Each measurer who assists with a panel score should include their name, measurer number, and signature on the score sheet.

- ii. Master Measurer Panel Score - two or more Master Measurers who cooperatively measure a complex or Overall Top 20 Record Book entry to assure that the species is measured accurately and completely. A Master Measurer Panel Score is not required but can be used to provide a consensus and ensure consistency. Each measurer who assists with a panel score should include their name, measurer number, and signature on the score sheet.
- iii. Exception to a Master Measurer certification may be a live video or video measuring that can be verified by a RBC Subchair or Record Book Department staff as correctly and accurately measured.

E. Record Book entries that rank below the Top 20 and entries for the other awards programs are not required to be based on a certified measurement. They may be measured by either an Official Measurer or a Master Measurer.

F. Master Measurers cannot certify their own trophies or those of spouses or close family members or any trophies which he/she is associated with. This means, a guide, outfitter, family member, or anyone associated with hunting companies used on the hunt, may not certify an entry for a client or family member. This also includes the booking agent, Professional Hunter, or anyone else involved with the hunt in any way.

28.5.2 No payment allowed

An SCI measurer may not accept payment for measuring animals, however, may be reimbursed for travel expenses.

28.5.3 Becoming an Official Measurer

A. An SCI member can become an Official Measurer by successfully completing the Official Measurer's Course.

B. The Official Measurer's Course can be taken in a seminar setting, through a Home Study Kit or Online.

- a. The cost of a Home Study Kit will be determined by the RBC and maintained on a schedule of fees. The fee includes a measuring kit which contains a measuring manual and supplies needed to begin measuring all species in the SCI Record Book.
- b. The Cost of the Online Course will be determined by the RBC and maintained on a schedule of fees. The Fee includes a new measuring kit and access to the online Official Measuring Course.

C. The Official Measurers Course can also be taken in person at a cost determined by the RBC.

- a. Details on the time and place of Official Measurers Courses are posted on the SCI web page from as they are planned.

28.5.4 Becoming a Master Measurer

A. An SCI member must have been an Official Measurer for at least one year before being eligible to become a Master Measurer.

- B. An Official Measurer can become a Master Measurer by successfully completing the Master Measurer's course.
- C. The Master Measurer's course will be given during the SCI Annual Hunters' Convention. Additional Master Measurers courses can be offered at other locations as approved by the Record Book Manager/Director and Measuring Coordinator.
- D. The Course costs will be determined by the RBC and will be maintained on a schedule of fees.
- E. At the Master Measurer's Course, the candidate is required to measure twenty-five animals of different species within 3% accuracy.

28.6. Procedures for Scoring Trophy Rooms

28.6.1 Preliminary procedures and requirements

- A. SCI provides a service of sending staff to an SCI member's trophy room to score some or all of the animals in the trophy room and to provide the member with a printout for all the World Hunting Awards they qualify for.
- B. Any SCI member may request this service by contacting the Record Book Department.
- C. Once arrangements for the scoring have been made, but prior to the visit of the staff to the member's trophy room, the member must provide the following information for each animal that they would like measured:
 1. Species name
 2. Date of harvest
 3. Specific locality where taken
 4. Method of take
 5. Guide or Outfitter
 6. Field photo(s) for each entry sheet. Three or more photos will be required for all antlered game.
- D. In the event a member requests SCI staff or Volunteers they must agree to pay all travel expenses including hotel, airfare, and rental car, if required. Staff and volunteers are required to stay within SCI travel policy guidelines unless members alter schedules or plans.
- E. The member must agree to pay for:
 - a. The processing fees for all Record Book or photo entries, and
 - b. World Hunting Awards

28.6.2 Scoring the Trophy Room

- A. It is the responsibility of the SCI member whose trophy room is being scored to ensure a safe work environment for the staff to measure his trophies.
- B. All trophies that are to be scored must be reachable with a sturdy ladder, scaffolding, or solid structure.
- C. Staff will not measure any animal that cannot be brought down off the wall or be reached with a secure ladder.

D. Once the animals have been measured, all the information including the member's signature will be recorded on each score sheet, and the measurer will sign and date the score sheet.

E. The SCI member must then review all the information on each entry and photo submission form and sign each form submitted.

F. Upon completion of scoring, staff will submit the entries and photo entries into the Record Book software as an individual batch exclusive to the member.

G. Once all entries and photo entries are submitted, staff will rank the batch and produce an Awards Summary to show the member.

H. After the scoring, the member will receive a statement for expenses, including travel costs, entry processing fees, and prepayment of all potential World Hunting Awards.

I. Before being entered into the record book all entries must be reviewed and approved by the procedures set forth in Section 4 of these Rules.

28.6.3 Entries

A. It is the responsibility of the member to determine what entries they want to submit for the SCI Record Book.

B. All entries must be made in accordance with the provisions of these Rules of Procedure, including the submission of signed entry forms.

C. It is the responsibility of the member to properly identify any species which they did not take personally as a "pickup" in the entry form.

D. The Sub-Chair and the RBC has the right to ask for additional information for any Record Book entry or photo entry submitted, including those with affidavits attached.

E. Acceptance of all entries is subject to the provisions of these Rules of Procedure.

28.7 Hunt Reports

28.7.1 Hunt Report

A. A Hunt Report is a statement by a hunter about a particular hunting experience.

B. The Report is submitted to SCI Headquarters and is maintained on file.

C. Hunt Reports are available on the SCI website for viewing by all SCI members.

D. Hunt reports include information on the outfitter, guide, location, and hunting conditions.

E. Hunt Reports are available to all members of SCI for review of outfitters and hunting areas.

F. Only official Hunt Report forms are accepted. The forms are available on the SCI website.

29. LIFE HUNTER ADVOCATE SOCIETY AND ENDOWMENT

29.1 Establishment and Purpose of the Life Hunter Advocate Society.

There shall exist a program for SCI Life Members and an organizational structure known as the Life Hunter Advocate Society (LHAS) with the purpose of accepting contributions and funding projects as described herein.

29.2 LHAS Endowment.

29.2.1 Contributions by SCI Life Members to the LHAS shall be held in an account known as the “LHAS Endowment.”

29.2.2 This is a restricted account and may only be used for the purposes of making grants to fund hunter advocacy projects which include the following: litigation, marketing, legislative and voter education, and similar advocacy actions intended to protect the privilege of hunting and the hunting heritage. These purposes shall not include lobbying for candidates for office.

29.3 Protected Reserve

29.3.1 All gains and earnings, including interest and dividends, and 50% of contributions to the LHAS shall be held as a protected reserve.

29.3.2 50% of the contributions to the LHAS shall be available for grants. After the protected reserve reaches \$250,000, all realized gains and earnings, including interest and dividends, shall also be available for grants.

29.3.3 The LHAS Governing Body may from time to time increase the amount of the protected reserve.

29.4 LHAS Governing Body

29.4.1 A Governing Body (GB) for the LHAS shall be established. It shall consist of up to five SCI Life Members who have contributed at least \$8,500 to the LHAS in addition to the cost of a Life Membership (“Diamond level donor”).

29.4.2 Elections shall be held annually by mail ballot among all LHAS donors who have donated more than \$1,000 in addition to the cost of a Life Membership. They shall elect up to five Diamond level donors to two-year terms to serve on the GB. The terms of GB members shall be staggered. A member of the GB may be elected to a second consecutive two-year term, but thereafter is not eligible for election until there is a one-year hiatus between terms.

29.4.3 The GB shall select a Chair from among its members for a two-year term. The GB Chair may be elected to additional terms provided that there is a one-year hiatus after each two-year term.

29.4.4 The GB Chair shall select a Secretary each year from among the GB members, subject to the approval of the GB. The Secretary shall assure that accurate minutes are kept, shall maintain attendance records of GB members, shall maintain files of grant requests and approval, and shall prepare an annual report to the SCI Executive Committee and Board of Directors.

29.4.5 GB members must participate in at least 75% of all the GB meetings held in a calendar year. Failure to do so shall result in automatic termination of that GB member's term. The GB Chair shall

appoint a Diamond Level LHAS member to fill out the remainder of the term, subject to confirmation by vote of the GB.

29.4.6 The purposes of the GB shall be:

- (a) To manage the investment of the LHAS Endowment, with the advice of the SCI Finance Committee and the SCI Chief Financial Officer, using appropriate standards to protect the corpus of the Endowment.
- (b) To recommend grants from the LHAS Endowment for projects, subject to the standards set forth herein, and to refer those recommendations to the SCI Executive Committee for approval;
- (c) To engage in fundraising activities to replenish the LHAS Endowment;
- (d) To change from time to time the required levels of donations to the LHAS and the recognition or privileges associated with each level of donation.

29.4.7 Procedures and Standards for Grant Recommendations

- (a) Applications for grants must be made on forms provided by the LHAS. Any grant request that is not on the correct form or that does not contain all the information requested on the form shall be returned to the applicant.
- (b) The GB shall meet at the call of the Chair and at least quarterly to conduct LHAS business, which may include review of grant applications and recommendations for grants.
- (c) Grants shall be made to promote and assist the mission of SCI to protect the freedom to hunt. Grants can be for litigation, pro-hunting marketing and communication, legislative and voter education, and similar activities intended to protect the privileges of hunting and the hunting heritage.
- (d) Grants may not be made for lobbying for candidates for office.
- (e) The grant-making function of the LHAS is primarily intended as a budget-relieving activity to assist SCI in carrying out its hunter advocacy mission. Therefore, priority shall be given to grant requests from the departments of SCI.
- (f) Grants shall be made for a one-year period only.

30. SABLES

Sables operates autonomously and its canons, which are its bylaws, are not part of these policies and procedures and are only noted for reference:

[Sables Cannons](#)

31. DEVELOPMENT ACTIVITIES BY SENIOR STAFF

31.1 Policy

Notwithstanding the other provisions of this Policy, Senior Staff may attend and travel for certain events and activities that are considered Entertainment related to an approved Development Activity, even though such Development Activity is not otherwise a deductible expense for SCI and

SCI Foundation under current Internal Revenue Code provisions and related Treasury Regulations. All capitalized terms used in this Section shall have the definitions as provided in this Section. Strict adherence to the Policy is required.

31.2 Definitions

For purposes of this Section, the following Definitions apply:

- i. Senior Staff: "Senior Staff" shall mean the CEO and any staff person holding the position title Director or Senior Vice President who receives written approval from the CEO prior to attendance at a Development Activity.
- ii. Approval: Approval must be obtained on the record of an Executive Committee meeting, in the case of SCI, or a Board meeting in the case of SCI Foundation, or from the President if attendance at the Development Activity arises between meetings of those bodies. In the event of Presidential approval, the matter must be entered on the record of the Executive Committee or SCI Foundation Board at its next meeting.
- iii. Development Activity: "Development Activity" shall include event/activity costs, travel, room, meal and/or other expenses incurred in association with what would otherwise be Entertainment by the CEO or Senior Staff in attendance with
 - A. SCI or SCI Foundation donors, potential donors, or their representatives;
 - B. Representatives of actual or potential sponsors, exhibitors, supporters or similar individuals/organizations;
 - C. Representatives of actual or potential vendors, contractors or service providers;at an event or activity with the reasonable anticipation that such may lead to a future benefit to SCI or SCI Foundation, whether tangible or intangible.
- iv. Entertainment: "Entertainment" shall mean any activity which is of a type generally considered to constitute entertainment, amusement, or recreation, such as entertaining at night clubs, cocktail lounges, theaters, country clubs, golf and athletic clubs, sporting events, and on hunting, fishing, vacation, and similar trips, including such activity relating solely to SCI and SCI Foundation. The term "entertainment" may include an activity, such as providing food and beverages, a hotel suite, or transportation to a person identified in Subsection (b)(ii)(A)-(C) and such person's family and significant others; these limited expenses may be reimbursed if the requirements of Subsection (d), below, are met. The term "entertainment" does not include activities that are clearly not regarded as constituting entertainment, such as the following:
 - A. Attendance at Chapter functions as a liaison from SCI or SCI Foundation in recognition of a Chapter's accomplishments, to assist a Chapter with fundraising, membership or integration, or to bolster participation at the national or international levels of SCI or SCI Foundation's activities;
 - B. Attendance at leadership development activities (e.g., American Wilderness Leadership School Chapter Training), Convention site visits necessary for future event planning, and similar activities;

C. Per diem, lodging or transportation provided by SCI or SCI Foundation to Senior Staff working away from home.

31.3 No Reimbursements to Senior Staff; Only Direct Pay by SCI or SCI Foundation.

Expenses for a Development Activity cannot be reimbursed to Senior Staff except in very limited circumstances and therefore must be paid directly by SCI or SCI Foundation. Such activities must be approved in advance by the CEO and/or the EC or SCI Foundation Board or SCI/SCI Foundation President, as required, based on the submission of information that describes the Development Activity, the business purpose, the expected benefit to SCI or SCI Foundation, as appropriate, and the anticipated expenses broken down by registration/event cost, travel, lodging and other expenses.

31.4 Lodging, Meals, Transportation – Limited Reimbursements.

When Senior Staff is attending a Development Activity, meals may be reimbursed only if:

- i. The expense is not lavish or extravagant under the circumstances;
- ii. The Senior Staff is present at the furnishing of the food or beverages;
- iii. The food and beverages are provided to a current or potential donor, business customer, client, vendor, consultant, or similar business contact; and
- iv. In the case of food and beverages provided during or at a Development Activity, the food and beverages are purchased separately from the Entertainment, or the cost of the food and beverages is stated separately from the cost of the Entertainment on one or more bills, invoices, or receipts.

31.5 Certain Hunting Expenses – Not Paid/Reimbursed.

If the Development Activity involves hunting, and if the meat and/or other parts of the harvested animal are retained by the Senior Staff, then all trophy fees, trophy preparation costs, trophy shipment costs, and any expenses of processing, shipping, packaging, etc., are not reimbursable nor shall they be paid by SCI or SCI Foundation.

31.6 Spousal/Partner Travel Expenses – Not Paid/Reimbursed.

SCI and SCI Foundation will not pay for or reimburse costs for a spouse's or significant other's attendance at a Development Activity unless there is (i) an SCI or SCI Foundation business purpose for such person's attendance at the Development Activity, (ii) such person was specifically invited to attend, and (iii) such attendance was pre-approved by the EC.

31.7 Raffle Tickets, Auction Items, Etc. – Not Paid/Reimbursed.

SCI and SCI Foundation will not pay for or reimburse costs for raffle tickets, games of chance, auction items, or any similar purchases/donations made by a Senior Staff at a Development Activity.

31.8 Entertainment Expenses as Taxable Income.

Senior Staff should be aware that failure to have Entertainment expenses pre-paid by SCI or SCI Foundation will result in expenses being classified as taxable income to the Senior Staff at the time of reimbursement.

31.9 Report of Development Activity.

Senior staff that participate in a Development Activity shall, within thirty (30) days of participation, provide the EC or the SCI Foundation Board a written report setting forth in detail the likely future benefit to SCI or SCI Foundation, whether tangible or intangible, from his/her, and where applicable the spouse or significant others', participation in the Development Activity.

32. WILDLIFE AND HUNTING POLICIES

32.1 Primary Prey Reduction to Benefit Caribou Populations in British Columbia, Canada

Safari Club International (SCI) and Safari Club International Foundation (SCIF) are leaders in advocating for the freedom to hunt and science-based wildlife management. The two organizations have extensive background and expertise in natural resource policy and predator-prey issues across North America and around the world. SCI has two active local Chapters in British Columbia, the BC Interior and West Coast BC Chapters, representing many hunters, guides, outfitters and conservationists in the province. SCIF likewise has invested heavily in wildlife research across Western Canada importantly including support to grizzly bear population surveys in the South Rockies and Flathead areas of British Columbia. For more information on SCI and SCIF's leadership in this space, please refer to the SCI and SCIF Position on Predator Management.

Management of woodland caribou in BC and elsewhere in Canada is a complex and important issue facing a culturally iconic and economically important species. In the recent past, management strategies to promote stability and growth in woodland caribou populations have included direct wolf reduction through trapping and shooting, maternal penning of caribou to increase recruitment, and reductions in populations of other ungulate species to reduce predator abundance (e.g., primary prey reduction). Presently, there are increasing calls to reduce or eliminate wolf control in favor of other management strategies, especially primary prey reduction in BC. SCIF and SCI feel that any decisions about woodland caribou management must be science-based and consider multiple stakeholders.

We acknowledge that:

Woodland caribou have undergone significant and long-term declines such that not only is the future of hunting woodland caribou threatened but also the persistence of this species in the wild is not assured.

There is strong evidence that landscape scale changes in areas of BC occupied by woodland caribou and related to resource extraction (e.g., timber harvest and oil and gas development) have contributed to these declines through a variety of mechanisms including habitat degradation and predation.

Extensive study of caribou populations across Canada has, in some cases, shown that "predator-mediated apparent competition" is a significant factor in caribou declines. Specifically, habitat changes favor increases in abundance of certain ungulates, especially moose and white-tailed deer. Native predators, particularly wolves, have responded to this available prey by increasing in density.

Although caribou are insufficiently abundant to serve as primary prey, increased predation on adults and calves has been observed in response to these changes. In many cases, these predation rates are sufficient to explain a significant portion of observed caribou declines. Critically, because caribou are scarce and serve only as secondary prey, the normal feedback mechanisms that operate to reduce predator abundance (e.g., reduced recruitment and survival due to scarce prey) do not operate in these systems and predator populations can remain high indefinitely as long as density of primary prey stays high.

Past studies suggest that a strategy of primary prey reduction through increased recreational hunting may improve caribou survival and population growth rates under certain conditions but should be used in combination with established techniques such as direct predator control.

However:

The efficacy of primary prey reduction to increase survivability is, as of yet, unproven and, therefore, reliance on this strategy could be a risk to caribou sustainability, especially in the absence of an aggressive predator control program. In particular, the large-scale study by Serrouya et al. (2017) in BC showed promising but not conclusive impacts on caribou population growth. Moose reduction appeared to benefit adult caribou survival, but not recruitment, and impacts on growth were variable. Small populations, which may be at the greatest risk of extirpation, continued to decline after implementation of primary prey reduction and even the best-case population only achieved stability.

An extensive and long-term literature supports the effectiveness of wolf control in sustaining caribou populations. We feel that it is premature to end these programs and rely on primary prey reduction to sustain caribou. There are many factors, including multiple potential primary prey species (e.g., white-tailed deer and elk) that can sustain wolf density and alternative predators (e.g., bears and cougars) that affect caribou populations and mitigate the potential benefits of a single-species primary prey reduction. The risks of continued decline and local extirpation are high.

Caribou are listed under the Species at Risk Act (SARA) and long-term conservation and eventual restoration of stable caribou populations are national and provincial priorities shared by hunters and other conservationists. However, long-term reductions in moose density can have significant impacts on the region, including loss of recreational opportunities for resident hunters, loss of income for the guiding and outfitting industries, and loss of subsistence hunting opportunities for First Nations that rely on moose as an important food source.

Therefore,

Reliance on primary prey reduction in the form of increased moose harvest as the sole or primary management option for woodland caribou is unwise and places the remaining caribou herds at unacceptable risk.

If primary prey reduction is implemented, it should be done judiciously and in combination with other management practices, including active wolf control as applied by provincial wildlife authorities in recent years. These management activities will likely need to be maintained for an extended time period, as recovery of mature boreal forest conditions that are most suitable for caribou will take several decades.

The nontrivial impacts of moose reduction on important stakeholders in BC, including First Nations and guides and outfitters, should be acknowledged and these stakeholders should be included in decision-making about caribou management in BC.

33. OTHER POLICIES

33.1 Russia

33.1.1 Introduction and findings:

As an organization headquartered in the U.S., SCI will honor and support the sanctions levied by the U.S. Government on Russia in relation to the Ukraine war. At the same time, SCI is an international organization with members in Russia and members who travel to Russia to hunt and has obligations to those members. At this time, there is no general prohibition on dealings with Russian individuals, travel to Russia or the importation of hunting trophies taken in Russia. There is, however, one SCI member who is on the U.S. list of sanctioned individuals and there are State Department advisories warning about travel to the region.

33.1.2 Policy and actions:

- (a) SCI will assure that it complies with the U.S. sanctions regarding Russia.
- (b) SCI will have no dealings whatsoever with any Specially Designated National (SDN) as determined by the U.S. Office of Foreign Assets Control (OFAC) or any business owned more than 50% by such SDNs.
- (c) Through its Ethics and Code of Conduct Committee, SCI will suspend the membership of any SDN and will notify OFAC as required.
- (d) To avoid placing SCI members in jeopardy of engaging in dealings with sanctioned individuals or entities, SCI will not accept offerings for its auctions of hunts to occur in Russia.
- (e) For hunts in Russia that have already been sold to SCI members through SCI auctions during the 2022 SCI Convention, SCI will encourage the buyers to make alternative arrangements as needed and will refund the cost of hunts if requested, on a case-by-case basis. SCI will communicate with its chapters and instruct them to do the same.
- (f) SCI will accept Record Book entries and World Hunting Awards requests from SCI members in Russia or in relation to animals taken in Russia, provided that the individual involved is not an SDN and has not dealt with an SDN or a business owned more than 50% by an SDN in relation to the entry or award.
- (g) The above provisions apply to SCI chapters.
- (h) This statement will be revised if the sanctions are expanded or revised in a way that affects SCI and its members and chapters.
- (i) SCI will alert its members and its chapters about negative travel advisories from the U.S. and other governments. The current U.S. Travel Advisory is appended to this policy.

33.2 Investment Guidelines

[Parliamentarian's note: Due to the sensitive financial nature of this provision, the Executive Committee has directed that the text is only available to SCI Board of Director members on request to the SCI executive office.]

34. 501(c)(3) CHAPTER CONTRIBUTIONS

ADVISORY PANEL

34.1 Establishment and Purpose

(a) The 501(c)(3) Chapter Contributions Advisory Panel (the “Panel”) is hereby established to oversee the receipt, management and disbursement of the funds from the 30% contributions of the (c)(3) Chapters. The purpose of the Panel is to ensure that those funds are spent for exempt purposes under governing tax laws.

(b) The Panel shall have five members: (1) the SCI Treasurer, (2) the Chair of the SCI Finance and Investment Committee, (3) one member appointed by the SCI President, and (4) two members appointed by the (c)(3) Chapters from amongst the chapters’ officers. SCI staff, in coordination with SCI’s Regional Representative Subcommittee, shall develop a methodology for the (c)(3) Chapters to appoint their representatives to the Panel and shall ensure that the appointments are made in a timely manner. Vacancies shall be filled by the relevant bodies as soon as possible.

(c) All appointments are for one year. The appointments take effect at the beginning of SCI’s fiscal year. The Panel members shall designate one of its appointees to chair the Panel each fiscal year.

(d) Decisions of the Panel shall be by a simple majority.

34.2 Receipt and Holding of Contributions from 501(c)(3) Chapters

(a) Contributions from (c)(3) Chapters shall be made to SCI and sent to the SCI Chief Financial Officer (“CFO”), with a notation to the effect that the chapter is a 501(c)(3) chapter.

(b) SCI shall hold such contributions in a restricted account known as the 501(c)(3) Chapters Account. The SCI CFO shall provide the Panel with a monthly accounting of the funds in the Account.

34.3 Expenditures and Disbursements from the 501(c)(3) Chapters Account

(a) Funds in the 501(c)(3) Chapters Account may only be expended or otherwise disbursed for exempt purposes as defined in Section 501(c)(3) of the Internal Revenue Code or governing tax laws. SCI shall assign the funds for appropriate expenditures during its annual budgeting process. The Panel shall review the budgeted expenditures and any subsequent reallocation of such funds to ensure they are for exempt purposes. If the Panel believes a budgeted expenditure would not be for exempt purposes, the Panel shall notify SCI staff of its objection. SCI staff shall then withdraw the budgeted expenditure. The Panel may seek outside counsel to ensure expenditures and disbursements meet exempt purposes.

(b) The Panel shall meet at least twice a year to review budgeted expenditures of funds in the 501(c)(3) Chapters Account and any reallocations of such funds. The Panel may meet virtually or telephonically.

(c) The SCI CFO shall keep the records of the Panel, including copies of all minutes of the Panel’s meetings, and all expenditures and disbursements of funds received from (c)(3) Chapters.

(d) The CFO shall produce an annual report by or before July 31st to the SCI Executive Committee and to all (c)(3) Chapters of the contributions received and expenditures and disbursements made in the prior fiscal year.

APPENDIX 1 – ETHICS AND CODE OF CONDUCT

COMMITTEE RULES OF PROCEDURE

1. Initiation of a case; requirements for complaints.

1.1 A person who is an SCI member in good standing may initiate a case by filing a Complaint. That person is known as the Complainant. A case may also be initiated by the Committee based on information received. The person or entity against whom a complaint is filed is known as the Respondent.

1.2 A Complaint must allege that there are grounds for action under Article 2.4 of the SCI Bylaws (a “violation”) and should contain any additional materials necessary to support the allegations, subject to the following limitations:

1.3 A Complaint, including all supporting material, must not exceed 25 pages. Any audio or video material submitted to support a Complaint must not exceed 5 minutes’ duration in total. A Complaint that is rejected because it fails to observe these limits may be resubmitted only once.

1.4 A complaint must be made on the form issued by the Committee or contain substantially all the information required by that form; be a sworn statement; and must include the following statements by the Complainant.

1.4.1 “the information in this complaint is true to the best of my knowledge and belief”; and

1.4.2 “I further swear that I will maintain complete confidentiality in regard to all aspects of this case, including, without limitation, the filing of the complaint, the material contained within, any further information developed during the Committee’s investigation, and any communications to me from the Committee. I understand that violation of this confidentiality requirement may lead to dismissal of the case and to sanctions against me.

1.5 If a case is based on a Complaint filed by a member of SCI and relates to conduct in relation to a hunt or a contract for a hunt, it must be accompanied by a fee of US\$500. SCI will refund the fee if the case is concluded in favour of the Complainant. The Committee may waive the fee if it determines on the record that the fee would deter a Complainant filing a Complaint due to his financial circumstances.

1.6 Information received by the Committee shall be reviewed by the Chair and Counsel to determine whether it is sufficient on its face. If it is not, the Chair, assisted by Counsel may at his discretion undertake preliminary inquiries to determine whether the matter should be brought to the Committee for a decision to initiate a case.

1.7 No case involving a dispute between a hunter and an outfitter shall be opened unless a complaint has been filed by an SCI member, except that the Committee has discretion to open such case based on information received if it determines on the record that the case involves unfairness or possible harm to other members of SCI.

1.8 In the sole discretion of the Committee, a case may be opened under Bylaws Article 2.4(c) (non-payment) or 2.4(f) (financial dishonesty) at the request of a chapter of SCI or SCIF or by the Committee on the basis of information received from a chapter, provided –

(a) that the matter involves the fundraising efforts by the chapter and that the loss of money reduces its 30% contribution, and

- (b) that the amount of money involved is material and significant in relation to the chapter's total fundraising effort and its 30% contribution, and
- (c) that the chapter has done its due diligence to collect the amounts owed, and
- (d) that the loss includes elements of fraud and deceit, or
- (e) that the money owed appears to be uncollectible.

This shall apply retroactively.

2. Decision to Proceed; Notice; Opportunity to respond.

2.1 The Committee shall decide, by a two-thirds majority vote, whether the complaint and the accompanying material indicates that a violation may have occurred and that the Committee should proceed with the case. In making its decision, the Committee shall be advised by its Counsel and shall make the rebuttable presumption that all allegations are true as stated. In a case involving an alleged violation, the Committee shall make a presumption in favour of the hunter when the hunt has been arranged and conducted by a guide or outfitter, on the basis that the outfitter and guide are responsible for knowing the relevant laws and for avoiding any violations. The Committee may take into account the particular factors of the case to determine the degree to which the presumption should apply.

2.2 If the Committee decides not to proceed with the case, the Committee shall notify the Complainant and the Complaint shall remain in the Committee's files for one year. If, during this time, the Committee receives other information relevant to the matter or if other Complaints are filed on the same matter, the Committee may reconsider its decision.

2.3 If the Committee decides to proceed with the case, the Committee shall send a Notice of Complaint to the person or entity against whom the complaint is filed. The Notice shall include a copy of the complaint and all the accompanying information. If the case is based on information received by the Committee, a summary of the information, along with the accompanying information, shall serve as the complaint. The complaint and accompanying information constitutes the charges in the case and the Committee is not required to provide any further specification of charges.

2.4 The Committee shall send the Respondent a response form and a copy of these Rules. The response form shall contain a statement that must be sworn by the Respondent that "the information in this response is true to the best of my knowledge and belief." The Respondent has 30 days from the date of the Notice in which to respond. The 30-day period can be extended for good cause shown.

2.5 At any stage of the case, the Respondent may be represented by legal counsel or by any person of his choice. If the Committee is notified by an attorney that he represents a Respondent, all further contact with the Respondent on the matter shall be through the attorney. If a person other than an attorney claims to represent a Respondent, the Respondent shall be notified and asked whether the person represents him and whether the Respondent wishes all further communication to be through his representative. All notices shall be sent to the Respondent and his representative.

2.6 The Committee may require that a note be placed in SCI's database to prevent the person from joining or renewing membership under the following circumstance:

2.6.1 Information has been received by the Committee which meets the standards for proceeding with a case, but no action is possible because the person or company involved is not currently a member of SCI.

2.6.2 Such a person or company may not renew a membership or become a member unless the matter is first considered by the Committee to determine whether the alleged violation occurred. These Rules of Procedure apply to any such determination.

2.6.3 SCI's membership department may request from the Committee information on whether any person or company applying for membership or renewing a membership is likely to fail to meet the criteria for membership in the Bylaws.

3. Investigation of the case; availability of information.

3.1 The Committee shall assign an investigative team to each case. Case assignments shall be made in the order of the list of teams maintained by the Committee. An investigative team shall consist of at least two people, but may contain additional members of the Committee or adjunct investigators, at the discretion of the Chair.

3.1.1 The Chair may appoint adjunct investigators who are not members of the Committee but who may assist in the investigation of cases. Adjunct investigators may participate in any discussion, hearing and decision process of the Committee involving the case, but not in any other case and shall be subject to the same confidentiality restrictions as the members of the Committee.

3.2 The investigative team may start investigating the case before receiving the response.

3.3 The investigative team shall gather documentary information, conduct interviews with the Complainant, Respondent, and any other person believed to have information relevant to the case. It may seek and may accept information in any form from any source, including hearsay information.

3.3.1 Interviews may not be recorded electronically by the investigative team or by the person(s) being interviewed. Interviews shall be conducted by two Committee members whenever feasible and shall be summarized in writing and entered into the record of the case.

3.4 The investigative team is responsible for the review, analysis and summarization of all information which forms the record of the case. They may be assisted by the Committee's Counsel. All such material shall be forwarded to Counsel with a copy to the Chair.

3.5 All information gathered by the investigative team or otherwise available to the Committee during any stage of the proceeding shall be provided to the Respondent.

4. Finding of Violation or Dismissal.

4.1 When the Committee determines that it has sufficient information, it shall decide, by majority vote, whether to make a finding of violation or to dismiss the case. If the Committee has received information from any source that indicates violations other than those alleged in the complaint, the Committee may broaden the matter to include the additional violations.

4.1.1 If the Committee dismisses a case the matter is concluded and the Committee shall notify the Respondent and the Complainant. The Committee is not required to state its reasons for the dismissal. This is the final action of SCI in the matter. There is no right of reconsideration or appeal by the Complainant in the event of a dismissal, however if a Complainant produces new information

within one year from the date of dismissal, a case may be reopened, in the sole discretion of the Committee.

4.1.2 Notwithstanding the dismissal of a case, the Committee may issue a letter to the Respondent expressing the Committee's concern over an aspect of the case or reprimanding the Respondent. A copy of that letter shall be sent to the Complainant. Such letter is not a sanction under the SCI Bylaws.

4.1.3 A finding of violation shall include a summary of the information and a description of the violation(s). The Committee is not required to state its reasoning for a finding of violation.

5. Notice of Violation; opportunity for a hearing.

5.1 If a finding of violation is made, a Notice, including the finding as stated in the Committee's minutes, shall be sent to the Respondent, with a copy to the Complainant.

5.2 The Respondent may request a hearing on the finding of violation. A request for a hearing must be made within 30 days of the date of the notice of violation.

5.3 If the Respondent fails to request a hearing within 30 days, the Committee shall proceed according to Section 7, below.

6. Hearing.

6.1 If a timely request is made for a hearing, the Committee shall contact the Respondent to arrange a date for the hearing. The Committee shall be considerate of the Respondent's commitments and need to prepare when setting a hearing date, but the Respondent may not be dilatory. If the Committee considers that the Respondent is being dilatory in setting a date for a hearing, it shall send the Respondent a notice giving him two weeks in which to agree to a definite date for a hearing. If the Respondent fails to do so, the Respondent forfeits his opportunity for a hearing.

6.2 The hearing shall be telephonic. There is no option for an in-person hearing. No recording of the hearing is permitted by the Committee or by any participant.

6.2.1 At the hearing, the Respondent may be represented by his attorney or by any other person. The Respondent may, at the discretion of the Chair, have other persons in attendance to provide testimony.

6.2.2 The chair may limit the participation of any person to assure relevancy, materiality and proper conduct.

6.2.3 The Chair, or his designee, shall ask each person testifying to the Committee to swear the following oath: "I, [name], hereby swear that any information that I provide to this Committee shall be completely truthful, to the best of my knowledge and belief."

6.2.4 The purpose of the hearing is to allow the Respondent to respond to the allegations in the case. The Committee may ask question, either prior to the hearing in writing or orally during the hearing. The Committee may draw an adverse inference from a refusal by the Respondent to answer a question.

6.2.5 The Respondent will be given an opportunity to make an opening statement and, if there is discussion or questions, a closing statement.

6.2.6 The Committee shall keep summary minutes of the hearing. Such minutes shall record only the names of those present and a summary of the action occurring and shall not include the substance of any discussion.

6.3 The Committee may decide to undertake further investigation of the case based on information received during the hearing. In this event, the Respondent shall be given the opportunity for a supplementary hearing, on the same basis as for the original hearing.

7. Decision by the Committee.

7.1 If a hearing is held, or if a hearing is not requested within the required time, the Committee shall review the entire record of the matter and make its final decision.

7.2 If the Committee determines, by a majority vote, that no violation has occurred, the case shall be dismissed and the Respondent and Complainant shall be notified accordingly.

7.2.1 If the Committee dismisses the case the matter is concluded and the Committee shall notify the Respondent and Complainant. The Committee is not required to state its reasons for the dismissal. This is the final action of SCI in the matter. There is no right of reconsideration or appeal by the Complainant in the event of a dismissal, however if a Complainant produces new information within one year from the date of dismissal, a case may be reopened, in the sole discretion of the Committee.

7.2. Notwithstanding the dismissal of a case, the Committee may issue a letter to the Respondent expressing the Committee's concern over an aspect of the case or reprimanding the Respondent. A copy of that letter shall be sent to the Complainant. Such a letter is not a sanction under the SCI Bylaws.

7.3 If upon review the Committee determines, by a majority vote, that one or more violations have occurred it shall make a finding to that effect, including a summary of the actions of the Respondent and information supporting the finding. This finding may differ from any finding previously made.

7.4 If a finding of violation is made, the Committee shall propose a sanction, by a two-thirds vote. The sanction may be for expulsion from membership, suspension for a period of time, probation, or some lesser sanction involving the membership status of the Respondent. The sanction shall apply to all rights and privileges of membership unless otherwise stated.

7.5 The Committee is not required to state its reasoning for a dismissal, a finding of violation, or a proposed sanction.

8. Notice of finding and sanction.

8.1 The Committee shall send the Respondent a notice of its findings and the proposed sanction.

8.2 In its sole discretion, the Committee may hold discussions with the Respondent and may modify its proposed sanction, provided that the Respondent states in writing that he will accept the Committee's findings and the modified sanction. Such statement by the Respondent terminates the matter and the sanction goes into effect as stated.

9. Action by the Board of Directors

9.1 Unless the Respondent has accepted the Committee's finding and proposed sanction, the Committee shall schedule the matter for the next meeting of the Board of Directors.

9.2 The Chair shall provide an oral report to the Board of Directors, including the Committee's findings and the proposed sanction. The Chair's report shall conclude with a motion for Board approval of the findings and the proposed sanction. The motion requires no second and is subject to amendment.

9.2.1 The Respondent may not be present (either personally or through a representative or attorney) during the Board's consideration of the matter.

9.3 The Board's decision on the finding shall be by majority vote. The Board's decisions may differ from the findings and sanction proposal of the Committee. The Board is not required to state its reasoning for a dismissal, for a finding of violation, or for a sanction. The action of the Board is the final action of SCI unless a request for reconsideration is granted under the SCI Bylaws.

9.4 The Committee shall notify the Respondent and Complainant in writing of the Board's decision. If the Respondent is sanctioned, a notice shall be published in a version of the Official Journal that is internal to SCI and its membership unless, in the opinion of the Board, publication would be harmful to the interests of SCI. The notice shall include the name of the Respondent and any business entity related to the interests of the members of SCI in which he is a principal owner or operator, along with a brief factual description of the actions of the Respondent which were the basis for the action taken and a statement of the provisions of the Bylaws which the Respondent was found to have violated. This information may be released once the action has become final.

9.5 Any sanction on the Respondent also applies to any business entity controlled directly or indirectly by the Respondent, his spouse or other closely-related family member, unless the Committee decides that the business entity is not sufficiently related to the Respondent to merit the application of the sanction.

10. Confidentiality

10.1 Except as otherwise stated in these Rules or in the call of a meeting of the Committee, all meetings of the Committee shall be in executive session and all matters before the Committee, including the names of Complainants and Respondents, shall be held in the strictest confidence and shall not be revealed to or discussed with anyone other than members of the Committee, staff or contractors assigned to assist the Committee.

10.2 Information may be disclosed in the following circumstances:

10.2.1 investigating committee members and contractors may disclose information when they consider it necessary to the investigation;

10.2.2 the chairmen and members, and adjunct investigators, and staff supporting the committees which grant awards or certify candidates for nomination to office in SCI may be given the names of Respondents, on the basis that they are bound by the confidentiality requirements of these Rules and may share such information only as required to perform their function;

10.2.3 Board members may be given the names of Complainants and Respondents in current or closed cases along with information as to whether the case has been dismissed or is still pending;

10.2.4 the Executive Committee or the Board of Directors may be given information on a case, in executive session, either orally or in writing. If in the form of a written report, all copies of that report shall be collected prior to the close of the executive session;

- 10.2.5 any member of SCI may receive information in relation to an open or closed case to the extent necessary to protect the essential interests of SCI or SCI Foundation;
- 10.2.6 if a case is dismissed, the Committee may disclose the name of the Complainant and the Respondent upon request by any SCI Member, along with the fact that the case has been dismissed;
- 10.2.7 staff or contractors of SCI or the SCI Foundation may receive information to the extent necessary in order to enable them to carry out their functions properly to accomplish the purposes of these provisions and to protect the interests of SCI and its members or the SCI Foundation;
- 10.2.8 the results of a case, including letters of reprimand and terms of probation, may be disclosed to the Complainant, the President of the Respondent's Chapter, and to the President of any other Chapter that has a reasonable need to know;
- 10.2.9 SCI may publish information in summary form about its ethics process, including the nature of cases and penalties, provided that the information does not include the name of or violation by a particular individual or entity, or would allow identification of such a person or entity.

11. Jurisdiction of the Committee

- 11.1 The Committee has jurisdiction over an SCI Member in relation to any act committed prior to or during his membership in SCI.
- 11.2 The Committee retains jurisdiction over cases where a party's membership expires or where a party resigns while a case is pending.
- 11.3 The Committee may elect to retain jurisdiction over a case if the Complaint is withdrawn by the Complainant.
- 11.4 Any person who is an executive officer, director or a principal in a company that holds a membership in SCI shall be considered a member of SCI for the purposes of these Rules. As a result, if a Complaint is filed against that person the Committee has jurisdiction over that person.
- 11.5 The Committee has no jurisdiction over any matter between a chapter of SCI and one of the chapter members unless it can be shown that the interests, purposes or reputation of SCI will be affected.
- 11.6 Any company that has an officer, director or principal who is a member of SCI shall be considered an SCI Member. Any person who is employed, whether permanently or temporarily, by any company at the Annual Hunters' Convention, and who is present at that Convention, shall be considered a member of SCI; that the name of that person or company is not listed in the membership roster or database of SCI shall not be a bar to the filing of a Complaint.
- 11.7 If a sanction is imposed on a person or company pursuant to these Rules unless stated otherwise in the sanction, that sanction shall prevent that person and any company with which he is affiliated, as set forth above, from having any contacts or dealings with SCI, its Chapters or the SCI Foundation for the period of time specified in the sanction.

12. Recusal

- 12.1 Any Committee member who is related to the Complainant or to the Respondent by blood, marriage, adoption or business, or otherwise feels that he might be biased or will have a conflict shall recuse himself from any further involvement of the case and shall not attend any discussions of the case.

12.2 The Committee, by a majority vote, or the Chair of his own motion may exclude any member of the Committee from consideration of a particular case if the Chair or the Committee considers that exclusion to be appropriate.

13. Probation

13.1 If sanction involves probation, it may be for a specified period of time or permanent, and it may be with or without conditions. If no time period is specified, the probation shall be considered permanent.

13.2 If, during the probation period, the Committee receives information indicating that the original violation is continuing or that additional violations have occurred, the Committee may recommend additional sanctions, by a two-thirds majority.

13.2.1 If the Committee recommends additional sanctions, it shall notify the Respondent of the recommendation and the reasons for it. The Respondent has 30 days from the date of the notice to respond.

13.2.2 After the 30-day period expires, the Committee shall make a decision by a majority vote on whether to recommend additional sanctions to the Board.

14. Interpretation of these rules.

14.1 All matters not specifically covered by these Rules shall be governed by the SCI Bylaws and if there is no relevant Bylaw then the latest edition of Roberts Rules of Order shall apply.

14.2 The Chair, advised by the Committee's Counsel, shall make a determination on any question of interpretation. The interpretation of the Chair shall prevail unless more than a two-thirds majority of the Committee attending the meeting object.

14.3 All references in these Rules to any gender include all other genders.

14.4 If compliance with any time period or other provision of these Rules is relaxed for good cause shown, that relaxation shall not be grounds for any claim or defense asserted by a Respondent.

15. Notices

15.1 Any notice required by these Rules may be sent to the postal address or email address of the recipient appearing in the records of the SCI. A notice is deemed to be received if sent by email at the time it is sent and if sent by post five days after posting by pre-paid post to an address in the United States and ten days after posting to an address outside the United States.

15.2 If a notice is given using a method not stated in these Rules, that shall not be grounds for any claim or defense asserted by a Respondent."

APPENDIX 2 – ELECTION FORMS

[Parliamentarian's Note: Pursuant to other provisions in this Manual, some of these forms are used for other purposes as well as for election candidates.]

a. Petitions (with the number of signatures required in the Bylaws)

The candidate or those nominating him must file a separate petition for each position but may supply a single set of supporting documents.

INDIVIDUAL PETITION FOR SCI BOARD NOMINATION

Name: _____ for Office of: _____

I nominate by petition this candidate for the office listed above per the SCI Bylaws.

Signature

Printed Name

Current Board Position

Date

b. Code of Conduct

Code of Conduct for SCI Officer and Director-at-Large Candidates

I, _____ have read and understand the following Code of Conduct as relates to my campaign for the position of _____ in Safari Club International and hereby agree to conduct my candidacy in accordance with its provisions.

1. I understand that SCI is a World Leader among pro-hunting organizations and enjoys the respect and stature associated with that status. The responsibility that ensues from that special position demands a certain level of conduct from its members and especially from its leaders. That conduct includes the manner in which candidates for leadership positions conduct their campaigns. I pledge to conduct my campaign in keeping with the highest standards of decorum, honesty, ethics and respect that service in a leadership position within SCI demands. I further pledge that I will not do or say anything during my campaign to bring discredit or disrespect to SCI.

2. I am aware of and will insure that my campaign complies with SCI & SCIF policies pertaining to the use of intellectual property (logos, photos, etc.) in my campaign.

3. I will confine my written and emailed campaign communications, to include any videos, to the campaign period which shall run from March 15 through the election date in May (should election dates change this will be set at or near 60 days preceding the date set for elections). Further I will only utilize the designated "members only" candidate section of the SCI website for all campaign related videos.

Signature: _____

Date: _____

c. Declaration of Ethical Standards

Declaration of Ethical Standards, Compliance with Fiduciary Duties and Disclosure of Conflicts of Interest

I, _____, having been elected or having accepted an appointment to serve as a director, an officer or as a committee member of Safari Club International, Inc. ("Safari Club International" or "SCI") do hereby declare:

1. Bylaws, Policies and Procedures.

- a. I have read the Bylaws and the Policies and Procedures of Safari Club International, Inc.
- b. I will at all times act in accordance with the Bylaws and the Policies and Procedures of Safari Club International, this Declaration, and the standards set forth in the laws regarding conduct of directors, officers and committee members of the state of Arizona.

2. Fiduciary Duties. I understand the fiduciary duties I owe to Safari Club International as a director, officer, and/or committee member of Safari Club International, including:

- a. the duty of loyalty that requires me to make decisions in a manner I reasonably believe to be in the best interests of SCI and not in my own personal interests, the interests of my business, or in the interests of some other organization;
- b. the duty of care that requires me to make decisions exercising the care of an ordinarily prudent person in a like position under similar circumstances; and
- c. the duty to always act in good faith.

3. Tax-Exempt Status, Chapters. I understand that Safari Club International is a tax-exempt, Arizona nonprofit corporation, exempt from tax as a Section 501(c)(4) social welfare organization. I also understand SCI has a network of chapters that are separate legal entities.

I DO [] DO NOT [] currently serve on a Chapter Board of Directors. If I do currently so serve, the Chapter(s) is/are listed below along with my position(s):
Name(s) of Chapter(s), Location(s), Position within each Chapter:

4. Non-disclosure of Confidential Information. I shall not disclose confidential information acquired while I am a director, officer or committee member of Safari Club International, nor will I engage in any business or activity where it is reasonably foreseeable that it might require or induce my disclosure of confidential information obtained while I am a director, officer or committee member of Safari Club International. I further understand that this duty of confidentiality is a continuing duty that requires me to maintain the confidentiality of information once my term as a director, officer or committee member ends.

5. Harm or Prejudice to SCI.

- a. I will not knowingly act in any way that reasonably could be understood to be prejudicial to, or create the perception that my actions were prejudicial to, the successful pursuit by Safari Club International of its goals, damage its reputation, or harm its tax-exempt status.
- b. In whatever jurisdictions I engage in hunting, fishing and shooting activities, I will ensure I am aware of all laws and regulations pertaining to the hunting, fishing and shooting activities in which I engage, and will adhere strictly to those laws and regulations.

6. Emoluments or Personal Benefits.

- a. I will not solicit or accept emoluments of any kind that could reasonably be construed to have been offered me due to my position as a director, officer, or committee member of SCI.
- b. I shall not, while in my position as director, officer, or committee member of SCI, or for a period of twelve (12) months following completion of such tenure as director, officer, or committee member, seek or accept any special privileges or favors, based on my position with SCI, that result in personal financial gain. This provision shall include not accepting free merchandise with a retail value of \$75.00 or more, hunts, or trips offered to me due to my position with SCI. The Executive Committee has authority to grant exceptions to this provision in special circumstances, but such exceptions will be noted in the minutes of the meeting where such exception is granted.
- c. While in my position as director, officer, or committee member of SCI, I shall not represent or hold myself out as an official of SCI, or conduct the affairs of SCI for which I am responsible, in such a way as to intentionally further my own financial interests.

7. Disclosure of Conflicts.

When any matter known to me is being considered or acted upon by SCI, and I have, or a family member of mine has, or a company in which I or a family member has, any financial interest in the matter, whether or not the matter relates to hunting, I shall:

- a. Disclose the financial interest and relevant details thereof to the Executive Committee;
- b. Remove myself from all deliberations on, discussions about and participation in the matter such that I do not attempt to influence a decision on the matter; and
- c. Refrain from voting on any such matter, with my abstention noted in the record.

8. Participation With Other Organizations. The following is a list of all other organizations related to hunting and/or conservation of wildlife with which I currently serve, whether in a compensated or uncompensated capacity, in the capacity as an owner, employee, contractor, officer, director, trustee or committee member:

(Organization Name, Location) (Position within Organization, i.e. Owner, Director, Officer)

(Organization Name, Location) (Position within Organization, i.e. Owner, Director, Officer)

(Organization Name, Location) (Position within Organization, i.e. Owner, Director, Officer)
Acknowledgement

I HAVE READ AND UNDERSTOOD EACH OF THE FOREGOING STATEMENTS AND HAVE, TO THE BEST OF MY ABILITY, COMPLETED THIS DECLARATION COMPLETELY AND TRUTHFULLY.

Signed:

Dated:

Current position(s) with Safari Club International (complete all that apply):

DIRECTOR (Specify Position): _____

OFFICER (Specify Position): _____

COMMITTEE MEMBER (Specify Committee(s), position(s)):

Summary of Director, Officer and Committee Member Fiduciary Duties

Directors serving on the board of a non-profit owe fiduciary duties to the non-profit they serve. To the extent that the corporation's Articles of Incorporation authorize any other individuals or delegates to exercise powers of the Board of Directors, those individuals have the same duties and responsibilities as directors. A.R.S. § 10-3801(C).

In general, a director or other authorized individual is required to discharge their duties: (i) in good faith; (ii) with the care an ordinarily prudent person in a like position would exercise under similar circumstances; and (iii) in a manner the director reasonably believes to be in

the best interests of the corporation. A.R.S. § 10-3830(A)(1)-(3). Stated more succinctly, these individuals have a duty of good faith, a duty of care, and a duty of loyalty towards the company they serve.

Although the duty of care and loyalty are clear and concise, the duty of good faith is intentionally broad and requires the highest level of honest and responsible conduct. At a minimum, it requires: (i) “full disclosure of materials facts;” (ii) prohibition on manipulating the affairs of the company for personal benefit; and (iii) “faithfulness to an agreed common purpose.” Ohaco Cheep Co. v. Heirs of Ohaco, 148 Ariz. 142, 145 (1986); Hatch v. Emery, 1 Ariz. App. 142, 146 (1965); Restatement (Second) of Contracts § 205 cmt. A (1979).

In carrying out their responsibilities, directors and officers are allowed to rely on information, opinions, reports and statements of qualified individuals when making decisions or taking action on behalf of the board, but there are limits regarding which individuals and what information are reliable. A.R.S. § 10-3830(B). For example, directors can rely on “one or more officers or employees of the corporation,” but only when the director reasonably believes such officer or employee is competent in the area or field in question. Additionally, directors may also rely on legal counsel, public accountants, and other experts addressing an issue that the director or authorized individual reasonably believes are within the expert’s competence or professional experience. Lastly, directors and authorized individuals may rely on the statements of committees of the Board of Directors, but only if the director or individual in question is not a member of that committee and reasonably believes the committee is competent in the matters presented. A.R.S. § 10-3830(B)(1)-(3).

However, if the director has knowledge concerning a particular matter or issue that makes reliance on the statements of officers, employees, specialists, or committees unwarranted, then the director cannot rely on such statements without breaching the duty of good faith. A.R.S. § 10-3830(C).

On a related note, if SCI engages in a transaction that represents a conflict of interest for one or more directors (or parties related to the directors), that transaction may be enjoined, set aside or give rise to an award of damages. Statutes provide some exceptions to this rule, but generally require that any such transaction be approved by a majority of disinterested directors or members after full disclosure of the potential conflict, due diligence is performed, and certain documentation is completed. A.R.S. §10-3860, et seq.

NOTE: The foregoing is only a summary of the applicable law and is not intended to provide a complete recitation of the applicable law

d. Policy Regarding Staff and Volunteers

SCI POLICY REGARDING STAFF AND VOLUNTEERS

1. The staff is responsible for the day-to-day operations of the corporation.
2. The volunteers (i.e. officers and directors) of the corporation are responsible for setting SCI policy and long-term direction, establishing a budget, and hiring the Chief Executive Officer. The volunteers work through the Board, appointed committees and committee chairs, Executive Committee and President.
3. The Board has one staff person, and that person is the CEO. All other SCI staff and contractors work for the CEO. On matters of staff operation, administration of the budget or policy, personnel matters of any nature and on any matter that can be

considered a staff function, staff works at and through the exclusive directions of the CEO.

4. The CEO is accountable and reports to the Board of Directors through the Executive Committee and President, and shall assume such responsibilities and perform such duties as may be assigned by the Board of Directors or through the Executive Committee or President.
5. The President is responsible for managing the volunteer side of SCI.
6. SCI Volunteers work "for" the membership and through the President and SCI staff work for and through the CEO. For matters of policy direction, personnel, financial administration and other matters of significance volunteers go through the President to staff and staff goes through the CEO to volunteers. This route is not necessary for routine matters of implementing established work plans. When a request comes from a volunteer directly to a staff member, regardless of the volunteer's position with SCI, staff members are to use good judgment in responding to the request. If the request is for simple assistance, coordination or other routine matters the staff member should address the matter as appropriate. If the request is a directive or involves a significant matter involving considerable staff time, change in direction or work plan, or spending outside of the approved budget, then the staff member may ask the volunteer to go through the appropriate channels and through the CEO or the President.
7. If a staff person of SCI has a complaint or problem, he or she shall utilize the chain of command and voice the complaint or problem to his or her immediate supervisor. If the complaint involves the immediate supervisor, then the staff member shall voice the concern to the CEO. If the complaint alleges illegal or unlawful conduct by the CEO, the concern shall be addressed in writing to the President who may bring the matter to the attention of the Executive Committee.
8. No volunteer shall contact a member of the staff directly regarding a complaint or concern of the staff member unless and until the chain of command has been utilized and exhausted.
9. Problems managing volunteer actions or significant actions regarding volunteers are referred to the President for action.
10. Failure by a staff member to follow this complaint procedure may be grounds for disciplinary action up to and including dismissal, in accordance with the rules and regulations of SCI.
11. Failure by a volunteer to follow this complaint procedure may be grounds for sanctions in accordance with the bylaws, and removal from committee positions.

Printed Name: _____

Signature: _____

Date: _____

e. Disclosure Statement

All persons who are running for office on the Board of Directors of Safari Club International are asked to complete this form.

Name: _____

Home Address: _____

Home Phone: _____

Name of Spouse: _____

Business Name: _____

Business Address: _____

Business Phone: _____

Educational Background (state name of high school and the year graduated, if appropriate; all colleges attended, and all degrees received):

1. Have you ever pleaded guilty, pleaded no contest, or been convicted of a felony?
 Yes No
If yes, please give all the details on a separate sheet of paper.
2. Have you ever pleaded guilty, pleaded no contest, or been convicted of a misdemeanor?
 Yes No
If yes, please give all the details on a separate piece of paper. You need not list driving offenses such as speeding tickets, illegal left turns, etc. However, you must list any alcohol or drug related offenses.
3. Have you ever pleaded guilty, pleaded no contest, or been convicted of any violation of laws regulating hunting or the taking of wildlife or the importation or transportation of animals or animal's parts in the United States of America?
 Yes No
If yes, please give all the details on a separate piece of paper.
4. Have you ever pleaded guilty, pleaded no contest, or been convicted of any violation of laws regulating hunting or the taking of wildlife or the importation or transportation of animals or animal parts in any foreign country?
 Yes No
If yes, please give all the details on a separate piece of paper.
5. Are you now or have you ever been engaged, in any capacity, in any for-profit business involved with hunting activities?
 Yes No

This includes any aspect of hunting activities, such as outfitting, guiding, booking hunts, owning hunting properties, selling hunting related products, etc. If yes, please give all the details on a separate piece of paper.

6. List all non-profit hunting organizations, outdoor organizations, wilderness organizations, conservation organizations, etc. that you have been a member of within the last five years.

7. Were you ever dishonorably discharged from the armed forces?

Yes No

8. If you are elected to serve on the Executive Committee, you agree that:

- a. You will promptly report to the Executive Committee the occurrence of any event which would require a different answer to any of the foregoing questions or further explanation of any of your answers.
- b. You will not engage in any activity, which could jeopardize the 501(c)(4) tax-exempt status of SCI.

I declare that I have completed this Disclosure Statement and, to the best of my knowledge and belief, it is true, correct, and complete.

Signature: _____

Date: _____

f. Proxy voting letter

The following is the template to use for a Chapter President to appoint a proxy to attend a Board meeting on his behalf.

The proxy for a Chapter president must be a member in good standing and must submit to the Secretary (via the CEO) a letter of authorisation on Chapter letterhead signed by the president of the Chapter.

Sample Proxy Letter – Remit on Chapter Letterhead

If you are attending the Board meeting to vote on behalf of a Chapter President, you must be a member in good standing and have a proxy letter on chapter letterhead signed by the Chapter President and submitted to the SCI Secretary in order to vote. In addition, you must fulfill the requirements as noted in the Bylaws (if necessary).

Dear SCI Secretary: I, (insert chapter president's name) , the Chapter President of the (insert chapter's name) Chapter am unable to attend the (insert month of Board Meeting) , (insert year) Board of Directors Meeting.

I will be sending (insert name of proxy) to act as my proxy in all voting matters before the Board during this meeting.

Sincerely,

_____ (please include original or electronic signature)

Printed name:

Please return the completed proxy letter via e-mail to at