Practice number: 4.3a	Detailed explanation for not adopting this recommended practice:
Practice statement: Agree a yearly board review process which should include, but not be limited to, an assessment of the effectiveness of: • the board as a whole; • the chair; • individual board members; • committees including structure, size, and charters; and • director training; and • recruitment plans. The primary purpose of such reviews should be to assess how well the board has formulated, resourced and overseen the achievement of the annual milestones in the board's strategic plan.	Hockey Ireland undertook an external governance review during 2021. As part of this review a substantial board evaluation tool has been recommended for Hockey Ireland to implement. This will be undertaken during the board review in Q1 2022.

Practice number: 4.3b	Detailed explanation for not adopting this recommended practice:
Practice statement: Agree a board succession plan that will ensure that future recruitment: • meets the need for a mix of skills and experience identified in the annual competency gap-analysis; • embraces the board's diversity and ethical culture; and • sets director term limits to ensure board renewal cycles. Consider the extent to which your board is made up of member representatives, beneficiaries or external representatives to avoid loyalty dilemmas and decide what the best mix is.	Hockey Ireland undertook a independent governance review in 2-Q4 2021. A pathway for succession planning formed part of this review which has just reached completion. Hockey Ireland will review the recommendations and in Q1 2022 create a succession plan that meets the needs & requirements for an NGB including the recent requirement for 40% female representatives on boards by 2023.

Practice number: 5.3c	Detailed explanation for not adopting this recommended practice:
Practice statement: Make sure the safeguarding and promoting of the organisation's reputation is dealt with in the communications and risk management strategies.	A board communication strategy is currently being drafted. Hockey Ireland notes that the safegaurding and promotion of the organisation's reputation would be appropriately considered as part of the communication strategy and risk management strategy considerations noted in 3.1(a), 3.1 (b), 3.2(b), 3.2(d) (communication strategy) and 2.3(a) (risk register) respectively.