

Team Vitality and Strava Community Code of Conduct

1. Introduction

- a. Thank you for being part of the Team Vitality STRAVA community (community). To ensure the best possible experience for all members, we have established some basic guidelines for participation. By joining this community, you agree that you have read and will follow these rules and guidelines.
- b. Team Vitality NPO (Team Vitality) promotes certain values which are expected to be adhered to by all community members (members), visitors or employees; these values include:
 - i. Integrity
 - ii. Honesty
 - iii. Respect
 - iv. Fairness
- c. Please take a moment to acquaint yourself with these important guidelines. Team Vitality reserves the right to suspend or end membership in this community for anyone who violates these rules. Questions about these guidelines should be directed to our **Team Vitality team** by email at teamvitality@discovery.co.za.
- d. The guide also outlines the process Team Vitality will follow in dealing with complaints.

2. Rules of engagement

- a. Team Vitality strives to create and maintain a community in which people of many different backgrounds and cultures are treated with respect. As a result, it is expected and encouraged that all community members are treated with respect and courtesy.
- b. Members must refrain from discrimination towards any other individual regarding race, color, religion, national origin, gender, sexual orientation, age, disability or political views. All defamatory, abusive, profanity, threatening, offensive, or illegal materials are strictly prohibited.
- c. Members are to refrain from using the Team Vitality name or logo without the express written consent of Team Vitality.
- d. Team Vitality reserves the right to reject and block any message which has the potential to bring the Team Vitality name into disrepute.
- e. Information and comments posted within the community and are seen as inappropriate may be subject disciplinary procedures and further legal action where necessary.
- f. To create an environment that is free from unwanted solicitation, participants within the community must refrain from soliciting or marketing their services, products or affiliated third-party vendors to members of the community. An exception is for sponsorship opportunities that have been authorised in writing by Team Vitality and adhere to Strava's terms of use.
 - i. This includes but is not limited to job openings or postings, any sales activity and promotional messages.
- g. We encourage members to report to the Team Vitality Strava community admin any conduct by any of the community's members that is illegal or unethical in its dealings with other members within the community.
- h. Please note that this code of conduct must be read along with the Strava community standards and terms of service.

3. Guidelines

- a. Team Vitality is not responsible for the opinions and information posted on this community by others. Team Vitality disclaims all warranties with regard to information posted within the Community, whether posted by Team Vitality or any third party. In no event shall Team Vitality be liable for any special, indirect, or consequential damages or any damages whatsoever resulting from loss of use, data, or profits, arising out of or in connection with the use or performance of any information posted in the community.
- b. Do not post any defamatory, abusive, profane, threatening, offensive, or illegal material.
- c. Members must abide by copyright, trademark, and licensing laws and regulations regarding software, patents, copyrights, license agreements, and other property rights. Do not post any information or other material protected by copyright without the permission of the copyright owner. By posting material, the posting party warrants that they own the copyright with respect to such material or has received permission from the copyright owner. In addition, the posting party grants Team Vitality and participants within the community the non-exclusive right and licence to display, copy, publish, distribute, transmit, print, and use such information or other material.
- d. Team Vitality will monitor the site for inappropriate postings; however, we do not undertake editorial control of postings. Community participants should help monitor the content posted on the site and report any inappropriate content or postings to us by email at teamvitality@discovery.co.za. If any inappropriate posting is brought to the attention of Team Vitality, we will take the necessary actions.
- e. Team Vitality reserves the right to review membership at their discretion at any time. Membership in the community is not guaranteed and may be subject to additional due diligence. Violation of the rules contained in this document may subject a member to disciplinary action and may include dismissal from the group and all related benefits. Team Vitality Club members may be subject to further disciplinary action in line with the Team Vitality constitution, club code of conduct and disciplinary procedures.

4. Limitation of liability

- a. To the extent allowed under law, Team Vitality NPO and Discovery Vitality (Pty) Ltd (Discovery Vitality) disclaim all implied warranties and representations.
- b. To the extent permitted under law, Team Vitality and Discovery Vitality shall not be liable to you or others for any indirect, incidental, special, consequential, or punitive damages, or any loss of data, opportunities, reputation, profits, or revenues, related to the group or community

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