



Social Media Policy

Introduction

SLÍ recognises that you may wish to use social media in your personal life. This policy does not intend to discourage nor unduly limit your personal expression or online activities. However, you should recognise the potential for damage to be caused (either directly or indirectly) to SLÍ in certain circumstances via your personal use of social media when you can be identified as a SLÍ Team Member. Accordingly, you should comply with this policy to ensure that the risk of such damage is minimised.

This policy applies to all SLÍ Team Members communicating on behalf of SLÍ while online, or when commenting about us on their private social media sites. In all cases SLÍ retains all ownership rights for SLÍ social media accounts, contacts, and content.

Principles

The following guidelines should be adhered to at all times:

- Do not use your personal social media networks on SLÍ time.
- Do not write or post anything that might reflect negatively on SLÍ on SLÍ's or on your own personal social media page(s).
- Respect the organisation's confidentiality and proprietary information.
- Be respectful to the organisation, fellow team members, clients, and competitors.
- Understand and comply when the organisation asks that topics not be discussed for confidentiality or legal reasons.

SLÍ reserves the right to monitor, prohibit, restrict, block, suspend, terminate, delete, or discontinue your access to any SLÍ social media site, at any time, without notice and for any reason and in its sole discretion. We may remove, delete, block, filter or restrict by any other means any materials in our sole discretion. You understand and agree that SLÍ may disclose your communications and activities with us in response to lawful requests by governmental authorities, court orders, warrants or subpoenas, or for the protection of our rights. You agree that in the event that the Organisation exercises any of these rights for any reason, SLÍ will have no liability to you.

Responsibility

The Manager has a specific responsibility for the effective implementation of this policy. Any time a policy is updated it will be circulated internally.

Monitoring and review

This policy may be updated at any time without notice, and each time a user accesses a social networking site, the new policy will govern, usage, effective upon posting. To remain in compliance SLÍ suggests you review the policy and SLÍ will circulate all policies at any point that they are updated. By continuing to post any content after such new terms are posted, you accept and agree to any and all such modifications to this policy. Failure to adhere to these guidelines may result in disciplinary action up to and including dismissal.

The Social Media Policy will be reviewed in June 2025, or as soon as practicable after there has been a material change in any matter to which the statement refers.





Signed: _____(John Hawkes, SLI Board Chair)

This policy was approved by SLI's Management Committee, June 2023.