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|  |  | <b>Football South Australia</b><br><b>Procedures and Policies</b> |             |
| <b>Subject:</b>   | <b>CORPORATE SOCIAL RESPONSIBILITY CHARTER</b> | <b>Date</b>   | March 2019  |
| <b>Review:</b>  | <b>Biennially</b>                              | <b>Date Amended</b>   | August 2023 |

## 1. Policy

Our Corporate Social Responsibility (CSR) Charter focusses on a five-pillar approach which includes our employees, safety, the environment, innovation, and the community (local, national, and international). It determines the way we interact with our customers, with our communities and with each other. It impacts the way we conduct our business and guides our day-to-day operations.

Football South Australia respects and embraces the diversity of the communities in which we operate which is reflected in Football South Australia's clients, employees, and management. The principles within Football South Australia's Corporate Social Responsibility Charter is reflected with its business strategies and brand/reputation.

## 2. Employees

- 2.1 Football South Australia compensates employees in line with the Sporting Award framework and practices.
- 2.2 Football South Australia respects and embraces diversity, and it is an important part of its corporate social responsibility charter. For Football South Australia, a diverse workforce starts with recognising that individuals are all different. Recognition of diversity is not only about ethnicity but also gender, age sexuality, religious beliefs, and other ideologies.
- 2.3 Policies related to the achievement of equal access to opportunities and inclusion in all aspects of football, such as accessibility and resourcing of football participation, equal opportunity in all roles, and representation in decision-making (including governance).

## 3. Safety

- 3.1 Football South Australia provides a safe and professional work environment to protect the health and wellbeing of employees and enables them to perform their roles effectively, in conjunction with the Football South Australia employment handbook.

**4. Environment**

- 4.1 Football South Australia is committed to reducing its impact on the environment through minimising use of energy, manufactured products, and raw materials.
- 4.2 Work groups are encouraged to identify and implement initiatives that protect the environment.

**5. Innovation**

- 5.1 Football South Australia strives to deliver services through the application of new technologies that improve efficiency, reporting and sustainability.
- 5.2 Football South Australia will aim to gain customer satisfaction by offering reliable and high-quality products and services.

**6. Community**

- 6.1 Football South Australia will ensure that it conducts its business in an ethical way, taking account of our impact economically, socially, environmentally and in terms of human rights.
- 6.2 Football South Australia is a community focused organisation that encourages employees to be visible and active amongst the Football community. Establishing strong partnerships within the community is major focus of the Football South Australia.
- 6.3 Through the establishment of a Football Foundation the Football South Australia will raise funds to reduce barriers for participants who are economically and/or socially disadvantaged.

**7. Policy Review**

This policy will be reviewed biennially to ensure it remains relevant to Football South Australia operations and reflects both community expectations and legal requirements.

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**Signatures:**

Signed: 

Football South Australia President

Signed: 

Football South Australia CEO

*Next policy review date is:  
July 2025*