 <p>FOOTBALL SOUTH AUSTRALIA</p>	<p>Football South Australia</p> <p>Procedures and Policies</p>		
Subject:	CORPORATE SOCIAL RESPONSIBILITY (CSR) CHARTER	Date	March 2019
Review:	Biennially	Date Reviewed / Amended	July 2025

1. POLICY

- 1.1. Football South Australia's CSR Charter focusses on a five-pillar approach which includes our people, safety and wellbeing, the environment, innovation, and the community. These pillars define how we interact with our customers, communities and each other. They shape the way we conduct business and guides our daily operations.
- 1.2. Football South Australia respects and embraces the diversity of the communities in which we operate. This commitment is reflected in Football South Australia's clients, employees, and leadership. Our Corporate Social Responsibility is aligned with our organisational strategies, values and brand reputation.

2. PEOPLE

- 2.1. Football South Australia compensates employees in accordance with the applicable Modern Awards, Enterprise Agreements, and employment legislations relevant to the sporting sector.
- 2.2. Football South Australia values and promotes diversity, equity, and inclusion as core components of our CSR charter. We recognise and celebrate individual differences, including ethnicity, gender, age, sexual orientation, disability, religious beliefs, and cultural backgrounds.
- 2.3. Football South Australia supports policies that promote equal access to opportunities and inclusion in all areas of football. This includes participation, coaching and technical roles, accessibility and governance representation.
- 2.4. Football South Australia is committed to ongoing professional development and supporting our employees to grow within the organisation.

3. SAFETY AND WELLBEING

- 3.1. Football South Australia provides a safe, inclusive and professional work environment in accordance with its Work Health and Safety Policy and relevant legislation frameworks, to protect the health and wellbeing of employees, volunteers and stakeholders.

- 3.2. Football South Australia promotes mental health awareness and wellbeing initiatives within the workplace and across our football community.

4. ENVIRONMENT

- 4.1. Football South Australia is committed to reducing its environmental footprint through sustainable practices including minimising energy usage, waste generation, and consumption of manufactured products, and raw materials.
- 4.2. Staff and stakeholders are encouraged to identify and adopt environmentally responsible practices and initiatives within their areas of work.
- 4.3. Football South Australia will work collaboratively with partners and venues to promote environmental sustainability across all football activities and events.

5. INNOVATION

- 5.1. Football South Australia embraces innovation and the application of emerging technologies to enhance operational efficiency, service delivery and sustainability.
- 5.2. We aim to improve stakeholder experience and satisfaction by delivering reliable, inclusive, and high-quality services across all levels of the game.
- 5.3. Football South Australia supports digital transformation projects that enhance community engagement, data management and organisation transparency.

6. COMMUNITY ENGAGEMENT

- 6.1. Football South Australia operates ethically and with integrity, considering our impact on society the environments and human rights.
- 6.2. As a community-driven organisation, Football South Australia encourages employees and stakeholders to be active and visible within the Football community. Establishing meaningful partnerships is a key strategic priority.
- 6.3. Through the Football Foundation, Football South Australia raises funds and supports initiatives to remove barriers for individuals experiencing economic, social or geographic disadvantaged.

7. POLICY REVIEW

- 7.1. This policy will be reviewed every two years (biennially) to ensure it remains relevant to Football South Australia's operations reflects evolving community expectations and complies with current legislation and best practices.

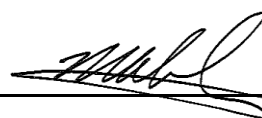
Signatures:

Signed: _____



Football South Australia President

Signed: _____



Football South Australia CEO

*Next policy review date is:
July 2027*