

DIVERSITY POLICY

1 Background

1.1 Diversity

Diversity is the variety of differences in people who make up the APIA Football Club's family base, including such differences as life, work and educational experience, work status, language, sexual preference, gender, national extraction, physical or mental disability, marital status, personality profile, age, carer's responsibility, ethnicity and cultural and socio-economic background, perspective and experience.

1.2 Benefits of diversity

APIA understands that a football club with a culture that allows team members to feel included and encouraged to bring their whole selves to APIA, enables diversity to flourish, creating better experiences for our teams and spectators, contributing to APIA success.

Promotion of diversity broadens the pool for recruitment of high-quality players and coaches, enhances player retention, encourages greater expression on the field, leads to an organisation reflecting the broader community, and improves APIA's corporate image and reputation.

1.3 APIA's commitment

APIA is dedicated to creating an environment in which inclusion, equity and diversity are recognised as being essential to player wellbeing which in turn drives the performance of APIA.

APIA is committed to incorporating these principles into the club's day-to-day programs and this commitment is reflected in APIA's values. APIA's values recognise our players and coaches' diverse backgrounds, knowledge, skills and experience as one of the important elements in building APIA's culture to realise our purpose and vision.

2 Encouraging diversity

2.1 Key principles

APIA seeks to promote an environment of equity and diversity by adhering to some key principles including:

- a) taking steps to attract and retain well qualified coaches, senior management and Board members from a deep talent pool
- b) eliminating artificial, unfair and inappropriate barriers to APIA environment and Board participation in facilitating equal opportunities based on merit, performance and potential
- c) taking action against inappropriate behaviours including unacceptable and/or unlawful discrimination, bullying, victimisation and harassment



- d) creating an inclusive culture, recognising that people are different and valuing those differences; and
- e) recognising the contribution to be gained from gender diversity. APIA is committed to increasing female participation in its club.

2.2 Recruitment

APIA recognises the importance of having a diverse player group. APIA's recruitment activities are targeted at reaching as diverse a talent pool as possible to attract quality players from a range of backgrounds. At an organisational level, APIA encourages and seeks to facilitate people from all backgrounds working at APIA.

All coaches involved in recruitment and selection are trained in their responsibilities as an equal employment opportunity (**EEO**) club. APIA standards require that all positions at APIA are filled on the basis of merit.

As part of APIA's commitment to filling positions based on merit, some positions will be filled by persons previously identified through APIA's succession planning or by persons possessing specialised skills.

2.3 Gender diversity objectives

In respect of gender diversity in Board composition, APIA has set a measurable objective of having a gender balance on the APIA Board.

2.4 Training

APIA encourages the personal development of its players and coaches and offers training and development programs which seek to develop technical skills and leadership skills.