

Purpose

At AFL SportsReady we are committed to creating meaningful employment, education and training opportunities while maintaining a safe, inclusive, respectful and ethical environment for all participants, students, workers and stakeholders.

Every person who works with AFL SportsReady plays a role in building trust with our participants, host employers, partners, colleagues and communities.

This Code of Conduct sets out the standards of behaviour expected of all AFL SportsReady workers and guides the decisions, actions and interactions that support our values, reputation and organisational objectives.

Scope

This Code applies to all AFL SportsReady workers, including:

- Board members
- Employees
- Apprentices and trainees
- Contractors
- Consultants
- Volunteers
- Service providers
- Work experience students

For the purpose of this Code, all of the above are referred to as **workers**.

This Code applies whenever workers are acting on behalf of AFL SportsReady, including:

- AFL SportsReady workplaces and offices
- Host employer sites
- Education, training and learning environments
- Meetings, events and conferences
- Online environments, digital platforms and social media
- Interactions with participants, students, host employers, partners, colleagues and community members
- Any situation where a worker's conduct may reasonably affect AFL SportsReady's reputation, relationships, operations or services.

Workers are expected to uphold the standards of this Code at all times when representing AFL SportsReady, whether conduct occurs in person, online or in any other setting connected to AFL SportsReady and its related entities *The Ready Foundation* and *SportsReady Education*.

Our Values in Action

All workers are expected to demonstrate AFL SportsReady's values through their behaviours and decision-making.

Respect

We treat everyone with dignity, fairness and inclusion.

Excellence

We strive to do our best and continuously improve.

Pride

We represent AFL SportsReady positively and professionally.

Ethics

We act honestly, fairly and with integrity.

Accountability

We take responsibility for our decisions and actions.

Team

We work together, support each other and contribute to a positive workplace culture.

Expected Standards of Conduct

As a worker of AFL SportsReady, I commit to:

Act with Integrity

- Be honest, ethical and professional.
- Comply with applicable laws, policies and procedures.
- Follow lawful and reasonable directions.
- Make decisions that are fair, objective and in the best interests of AFL SportsReady.

Treat Others with Respect

- Treat everyone with dignity, courtesy and respect.
- Contribute to a safe, inclusive and psychologically safe workplace.
- Never engage in bullying, harassment, discrimination, victimisation or other inappropriate behaviour.

Protect Trust and Confidentiality

- Safeguard confidential, person and commercial information.
- Respect privacy and only use information for legitimate business purposes.
- Maintain confidentiality during and after employment.

Avoid Conflicts of Interest

- Disclose any actual, potential or perceived conflict of interest.
- Never use your position for personal gain.
- Avoid situations where personal interests could influence workplace decisions.

Use Resources Responsibly

- Use AFL SportsReady property, funds, technology and other resources responsibly.
- Protect organisational assets from misuse, loss or damage.
- Be accountable for resources entrusted to you.

Represent AFL SportsReady Positively

- Act professionally when interacting with participants, host employers, colleagues and stakeholders.
- Help preserve and enhance AFL SportsReady's reputation.
- Speak positively and responsibly about AFL SportsReady.

Speak Up

- Raise concerns about misconduct, unsafe behaviour, unethical conduct or policy breaches.
- Support a culture where people feel safe to speak up.
- Treat anyone who raises concerns in good faith with respect.

Making Good Decisions

Before acting, ask yourself:

- Is it lawful?
- Is it consistent with our values?
- Is it fair and ethical?
- It is in the best interests of AFL SportsReady?
- Would I be comfortable explaining this decision publicly?

If the answer is no or you are unsure, seek advice from your manager or People & Culture.

Breaches of the Code

Failure to comply with this Code may result in:

- Coaching or counselling
- Additional training
- Performance management
- Formal disciplinary action
- Termination of employment or engagement

Serious breaches may constitute serious misconduct.

Examples may include:

- Serious breaches of confidentiality.
- Fraud or dishonesty.
- Theft.
- Violence or threats of violence.
- Serious breaches of safety requirements.
- Serious bullying, harassment or discrimination.
- Serious cybersecurity or privacy breaches.
- Deliberate conduct that causes significant reputational or organisational harm

Code of Conduct Review Details

This Code will be reviewed every 2 years, or earlier where legislative or organisational changes require.

Version	Effective	Review Approved By	Next Review
1.2	October 2026	AFL SportsReady Chief Executive Officer	October 2028