



# Inclusion Policy

SP Hunters is committed to creating and fostering an inclusive work environment, where differences are recognised and valued. We aim to create a sense of belonging for all, where varied identities, backgrounds, experiences, skills and interests are respected, valued and given opportunities to be expressed and developed. We want to provide a safe and supportive space where every one of our people feels welcomed, valued and involved throughout their whole SP Hunters experience.

## Purpose

To outline how we strive to maintain a culture free from discrimination, that values diversity and promotes equality of opportunity for everyone.

## Policy Elements

### 1. Our People

- Our commitment to inclusion and equality in the workplace is entrenched in our beliefs and supported by policies, procedures and practices. This underpins all aspects of our employee lifecycle and our organisational operations
- Diversity is promoted through varied activities and events at SP Hunters, so that we all benefit from, and gain an understanding of, what each individual can contribute to our culture
- We provide opportunities for us to better understand and embrace our commitments to inclusion, which go beyond legislative compliance
- We are an Equal Opportunity Employer, employing on the basis of role requirements matched to qualifications, capabilities, skills and experience, and alignment to our organisational Beliefs. We treat all current and potential employees fairly and equally
- We champion gender equality and understand how our workforce benefits from a balanced representation
- We are committed to continually improving our people’s participation through employee engagement, collaboration and consultation on workplace diversity

### 2. Our Partners and Stakeholders

- We ensure, wherever possible, that our services and products are culturally responsive and a reflection of the communities and people we work with
- We aim to ensure all Partners and Stakeholders are treated equitably and with respect and care
- We strive to support vulnerable people in the community and to work in partnership with government bodies, and Indigenous and other communities

#### What is Inclusion?

Inclusion refers to ensuring that employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their gender, age, race, ethnic background or cultural background, religious belief, family/marital status, sexual orientation, or physical ability.

#### What is Diversity?

Diversity refers to the visible and invisible differences that exist between people including (but not limited to) gender, culture, race, ethnicity, physical impairment, sexual orientation, age, language, religion, nationality and family/marital status. It also refers to diverse ways of thinking and ways of working.



### What does Equal Employment Opportunity mean?

It means that all peoples regardless of gender, race, ethnicity, age, marital or parental status, sexual preference, gender identity, disability or religious belief have the right to be given fair consideration for a job or other job- related benefits such as employee training and development.

### Breaches

Breaches of SP Hunters Policies are treated seriously with outcomes including disciplinary action and termination of employment.

### Scope

This Policy applies to all employees, contractors and volunteers (not including volunteers of affiliates).

Mr Stan Joyce

Chairman

Papua New Guinea Hunters Rugby  
Football Club Limited

Mr Jeremy Edwards

Director/Secretary

Papua New Guinea Hunters Rugby  
Football Club Limited

