

Personnel Uniform Policy

Version: 1.1

Version Effective: 07/12/2023



1. LAST AMENDED

- Version 1.0 – draft 04/10/2023

2. COMMITMENT

This Personnel Uniform Policy (“this policy”) confirms that Shooting Australia (SA) has the responsibility of appointing official suppliers of all items of clothing, approving SA Clothing and uniforms for all personnel including staff, officials, Board and other individuals contracted to perform services on behalf of SA, in particular, those items that carry the SA logo.

SA will be responsible for arranging the ordering and issuing of uniforms to all personnel.

3. SCOPE

This Policy applies to all SA personnel issued with Uniform..

4. OBJECTIVES

The objective of this policy is to outline requirements for the wearing of SA Clothing and Uniform by SA personnel.

SA personnel shall be provided with the official SA uniform as required.

5. BACKGROUND

This policy provides all SA uniform requirements for representing SA at all events including Domestic Endorsed Events..

This policy has been developed to ensure that the integrity of SA is maintained. The purpose of the supplied clothing is to:

- Provide quality apparel for the activities required of personnel representing SA.
- Create a sense of pride, achievement, belonging and unity
- Create a positive identity for the shooting community
- Present a well attired and professional team

6. COMMERCIAL ARRANGEMENTS

As part of SA’s commitment to appoint official uniform suppliers, an Exclusive Agreement/Contract may be entered into by both SA and the chosen supplier.

For the period 1 February 2023-31 January 2025, SA has partnered with VIVA Global Pty Ltd as the official supplier for SA National Team Uniforms, corporate and staff uniforms.

As such, SA personnel must adhere to the terms of this Agreement and, at all such designated times, wear only VIVA apparel and must not conflict this Agreement with any other brands.

Any previous uniforms supplied to athletes from BLK, Adidas or any supplier of uniforms prior to the partnership with VIVA may not be worn when representing SA.

7. UNIFORM

SA will provide uniform items based on activities as outline in the table on the following page.

Additional items may be available for purchase.

ACTIVITY	GARMENTS
National Team Activities – ie, Induction/Training Camps etc	Navy staff polo <i>Personal choice of pants, skirt or shorts</i>
Medal, Award or Prize Presentation (Domestic Endorsed Events)	Event Delivery Team Polo (short or long sleeve) OR navy staff polo
SA team photos or headshots	Navy staff polo
Official activities representing SA eg seminars, partner engagement etc	Navy staff polo <i>Personal choice of dress pants or skirt</i>
Domestic Endorsed Events – Event Delivery	Event Delivery Team Polo (short or long sleeve) <i>Personal choice of pants, skirt or shorts</i> Personnel MUST wear closed shoes and ear protection while on field of play. It is recommended that Personnel wear eye protection while on the field of play.
Domestic Endorsed Events – Athlete and team support	Refer to National Team Uniform Policy

8. UNIFORM ALLOCATION

SA personnel will be provided with 2 polo (short sleeve and/or long sleeve) and a hat for any Endorsed Event activities.

SA Staff will be provided 1 navy Staff Polo to be worn at official SA events.

Personnel will not be provided with new garments unless to replace damaged items.

Additional items may be purchased by individuals through SA.

9. GUIDELINES

Whilst wearing SA clothing, personnel will behave in a manner which will maintain the good reputation of SA and uphold the SA values (Leadership, Unity, Courage, Integrity and Excellence).

Each item of Official Clothing must be worn for their proper purpose (see clause 7).

Official Clothing must be worn with visible logos.

All items supplied by SA must remain free of any foreign logos or trademarks.

Official clothing items must be kept clean and in good repair. Damaged items should not be worn and SA notified for replacement.

If any Official clothing items are lost or stolen, personnel must report the incident to SA staff as soon as possible.



Selling, giving away or transferring official clothing is not permitted without the written consent of the SA CEO (this includes to any athlete, official representative, family or friend).

10. RESTRICTIONS

SA personnel must not:

- remove, cover or vary an existing sponsor logo, trademark or slogan on the SA uniform
- add any logo, trademark or slogan to the SA Uniform
- wear singlets, bike shorts or leggings for presentations.

SA personnel must be correctly attired throughout the activity. This includes ensuring uniform is clean and tidy and shoes are enclosed.

If personnel are involved in official presentations, they should remove sunglasses and headwear (ie, beanies, caps etc).

Accompanying supporters do not have permission to wear any items of SA Uniform.

No gambling or consumption of alcohol while wearing uniform.

11. FAILURE TO COMPLY

Repeated or significant failure by a SA participant to comply with all the requirements above will be referred to SA Management.

12. RELATED DOCUMENTS AND REFERENCES

SA Officiating Handbook

SA Staff Handbook

National Team Uniform Policy

13. SUPERSEDED VERSIONS

N/A

14. AMENDMENT HISTORY

Provision	Amendment	Commencing

Version	1.1
Date Approved	07/12/2023
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Review Date	12 months post approval