

# Personnel Uniform Policy

Version: 1.3

Version Effective: 17/12/2025



## 1. LAST AMENDED

- Version 1.0 – draft 04/10/2023
- Version 1.1 – updated 28/03/2024
- Version 1.2 – updated 17/12/2025

## 2. COMMITMENT

Shooting Australia (SA) will provide a uniform to all personnel who are engaged, contracted or employed to perform a service on behalf of SA, with a uniform carrying the SA logo. This uniform will be referred to as Personnel Uniform and is to be worn in accordance with this Personnel Uniform Policy (“this policy”).

SA will engage a uniform supplier who is able to deliver a quality functional uniform within the identified budget and timeframes, and in accordance with personnel requirements. SA may consult with personnel from time to time in regard to design, however final approval of the Personnel Uniform remains with SA. SA will be responsible for arranging the ordering and issuing of uniforms.

## 3. SCOPE

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

This policy applies to those who are provided with Personnel Uniform including:

- SA Staff
- SA Contractors
- SA Board
- Officials who are engaged by SA
- Coaches who are engaged by SA

This policy has been developed to ensure that the integrity of SA is maintained.

The purpose of the supplied uniform is to:

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

## 4. OBJECTIVES

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

## 5. COMMERCIAL ARRANGEMENTS

As part of SA’s commitment to appoint an official uniform supplier, an Apparel Supply Agreement has been entered into by SA.

For the period to 30 June 2028, SA has partnered with VIVA Global Pty Ltd (VIVA) as the official and exclusive supplier for SA National Team Uniforms (refer to National Team Uniform Policy), with an ability to also supply Personnel Uniform.



As such, all persons (as outlined in Section 3) who have been provided with Personnel Uniform, must adhere to the terms of this Commercial Agreement, and for any period of exclusivity, wear only SA authorised Personnel Uniform.

Any previous uniforms that may have been supplied may not be worn by any personnel.

## 6. UNIFORM

SA will provide uniform items based on activities as outlined in the table below.

Additional items may be available for purchase and might include caps, beanies, jackets and officiating vests (as approved by the international federation).

Please refer to the Appendix for the uniform designs and examples on how to wear the SA uniform.

| ACTIVITY  | GARMENTS   |
|---|--|
| National Team Activities – i.e., Induction/Training Camps etc                 | Navy staff polo<br><i>Personal choice of unbranded pants, skirt or shorts preferably in black or navy.</i>   |
| Medal, Award or Prize Presentation (Domestic Endorsed Events)                 | Event Delivery Team Polo (short or long sleeve) OR navy staff polo<br><i>Personal choice of unbranded pants, skirt or shorts preferably in black or navy.</i>  |
| SA personnel team photos or headshots   | Navy staff polo  |
| Official activities representing SA eg seminars, partner engagement etc       | Navy staff polo<br><i>Personal choice of unbranded dress pants or skirt, preferably in black or navy.</i><br><i>Depending on the activity, it may also be appropriate to wear business attire e.g a lounge suit</i>  |
| Domestic Endorsed Events – Event Delivery (Officials and Event Delivery Team) | Event Delivery Team Polo (short or long sleeve)<br><i>Personal choice of unbranded pants, skirt or shorts, preferably in black or navy.</i><br>Personnel MUST wear closed shoes and ear protection while on field of play.<br>It is recommended that Personnel wear eye protection while on the field of play. |
| Domestic Endorsed Events – Performance Support e.g. Coaches                   | Refer to National Team Uniform Policy  |

## 7. UNIFORM ALLOCATION

SA Personnel will be provided with quantity 2 of the polo that is most appropriate for their engagement, as well as a hat or cap.

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

Additional items may be purchased by individuals directly through SA or via the website <https://shootingaustralia.org/shop/>.

## 8. GUIDELINES

Whilst wearing and/or owning SA Personnel Uniform, all persons **WILL**:

- Behave in a manner which will maintain the good reputation of SA and uphold the SA values. (Respect, Support, Professional, Safe Environment, Excellence and Banter)
- Wear the Personnel Uniform for their proper purpose (see clause 6).
- Have the logos visible at all times.
- Ensure all items supplied by SA remain free of any foreign logos or trademarks.
- Keep garments clean and in good repair, ceasing the wearing of any damaged items and notifying SA for replacement.
- Report lost or stolen Personnel Uniform to SA as soon as possible.
- Not sell, give away or transfer Personnel Uniform if no longer required, will be returned to SA.

Whilst wearing SA Personnel Uniform, all persons **WILL NOT**:

- Remove, cover or vary an existing sponsor logo, trademark or slogan on the SA Uniform
- Add any logo, trademark or slogan to the uniform
- Drink alcohol or gamble whilst wearing the uniform or any item featuring the SA and/or AIS logo

In addition, Personnel must:

- Not wear singlets or beach wear during SA activities or to complement the Personnel Uniform.
- Be properly attired throughout any SA activity as outlined in Clause 6.
- Ensure uniform is clean and tidy at all time
- Wear enclosed shoes (e.g. no beach shoes), especially when on the range.
- Wear ear and eye protection when on the range
- Remove sunglasses and headwear (i.e., beanies, caps etc) for any official photographs

## 9. FAILURE TO COMPLY

Repeated or significant failure by a SA Personnel to comply with this policy will be referred to SA Management.




## 10. RELATED DOCUMENTS AND REFERENCES

SA Officiating Handbook

SA Staff Handbook

National Team Uniform Policy

**APPENDIX – SA PERSONNEL UNIFORM DESIGNS**

|                     |  |
|---------------------|--|
| Navy Staff Polo     |   |
| Event Delivery Polo |  |
| Caps and Hat        |  |

**HOW TO WEAR THE SA PERSONNEL UNIFORM**

Medal, Award or Prize Presentation



Event Delivery



National Team activities including domestic endorsed events



Personnel Headshots

