

# Environmental, Social & Governance Statement

At Tennis Victoria, our purpose is to create safe and inclusive thriving communities enabling more people to play more often. We are committed to embracing and integrating environmental, social, and governance (ESG) principles into our operations. We recognise that our actions impact the environment, our community, and the broader society. By prioritising sustainability, inclusivity, and transparency, we aim to create a positive and lasting impact through the sport of tennis and those involved in it.



## Environmental Stewardship

We understand the importance of protecting the environment and minimising our ecological footprint. Tennis Victoria is dedicated to promoting and implementing sustainable practices, such as reducing energy consumption, conserving water, minimising waste generation, and recycling programs. We strive to encourage climate action through mitigation and adaptation strategies and support our stakeholders to maintain environmentally responsible venues. We recognise the opportunity and responsibility to champion environmental awareness through partnerships and education across our stakeholders.

## Social Inclusivity

Tennis Victoria is committed to fostering an inclusive and diverse tennis community. We believe that everyone, regardless of their background, age, ability, or gender, should have equal opportunities to participate, compete, and engage in all aspects of tennis. We actively work towards promoting gender equality and reconciliation and providing accessible programs, facilities, and opportunities for people with a disability. We aim to create a welcoming and safe environment that embraces diversity, promotes fair play, and encourages positive social interactions.

## Community Engagement

We understand that our success is intertwined with the well-being of the communities we serve. Tennis Victoria is dedicated to actively engaging with our local communities, understanding their needs, and collaborating with various stakeholders to make a positive impact. We support and sponsor community initiatives, promote grassroots tennis development, and encourage volunteerism and philanthropy. We strive to be responsible corporate citizens by contributing to the social and economic development of our regions.

## Governance and Transparency

Tennis Victoria is committed to upholding the highest governance and ethical conduct standards. We value transparency, accountability, and integrity in all our operations. We actively promote good governance practices, ensure compliance with applicable laws and regulations, and maintain open lines of communication with our stakeholders. We are committed to continuously improving our governance frameworks, including risk management and ethical decision-making processes.

## Continuous Improvement

We recognise that ESG considerations are dynamic and evolving. Tennis Victoria is committed to regularly reviewing and improving our ESG practices to align with emerging best practices and stakeholder expectations. We actively seek feedback from our members, participants, partners, and community to drive positive change and ensure our actions align with our stated ESG commitments.

By integrating ESG principles into our operations, Tennis Victoria strives to create a sustainable and inclusive tennis community that brings joy, health, and social benefits to all involved. By embracing environmental responsibility, social inclusivity, and strong governance, we can continue with our purpose to create safe and inclusive thriving Victorian tennis communities, enabling more people to play more often.