



POLICIES & PROCEDURES

SES STRATEGY

UPDATED FEBRUARY 2026

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Strategy

St Mirren FC is committed to driving positive change through our Social and Environmental Sustainability Strategy (SES). This strategy forms a significant part our club strategy which focuses on our three pillars – Paisley, People and Performance.

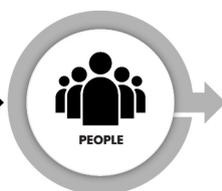
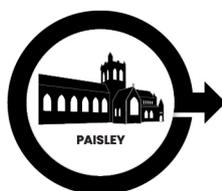
Our vision for St Mirren FC is to inspire, inform and engage our community; to empower our people to perform to the best of their ability; and deliver positive outcomes for the future of the club, both on and off the pitch. Our strategy is therefore anchored on our key pillars, Paisley, covering our local community impact on our environment; **People**, development of our staff, players, volunteers and supporters; and our **Performance**, both on and off the pitch. These pillars align the operations of the club with the overall vision, supporting growth, revenue generation and club development.

Equality, Diversity and Inclusion

Objective: To make football an inclusive environment for all who wish to participate, engage with and spectate.

Over the past four seasons St Mirren FC have invested a lot of time and research into ensuring that we are inclusive to all, with zero discrimination.

This season we have focussed on reviewing our accessibility within the stadium and the services we provide, from the ticket office right through to seating and toilet facilities. We have undertaken an intense independent review, run by local charity, I AM ME, over 3-4 months, and are proud to be recognised as the first Disability Friendly stadium in Scotland. We worked closely with a committee from internal and external stakeholders to ensure the updated policy is supportive of all disabled supporters, conducting surveys and workshops with a cross section of fans for much needed input and feedback. All season ticket holders were invited to participate. We have implemented the new policy and are beginning to make the improvements that were suggested in the review and subsequent report. The policy and report has been included as part of the EDI review. Our operational staff have



all undertaken training, and Lynsey McLean has been recognised as the Disability Champion for the club. We have engaged with partners in our kiosks, Pie Sports, to introduce better methods of food delivery and are working to ensure that all toilet facilities are stoma friendly. We are proud of this work, it was robust and fair, and we believe it will make a difference to our disabled fans.

Our action and training plan, and impact assessments have been curated to ensure that we are on a journey with our learning and development, ensuring the club evolves as society changes.

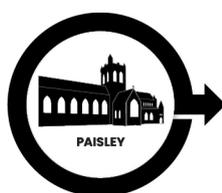
From what seems like a simple action to display “Everyone is Welcome, We’re all Buddies” posters throughout the stadium, to ensuring that the first team undertake mandatory Show Racism the Red Card training, we have considered our actions and have a plan in place to continue to learn and improve.

We have met with local groups over the past four years to learn about barriers to inclusion at our football matches, and to understand the steps we can take and what we can implement to improve the safety and inclusion of all supporters.

Our staff policies have been reviewed and updated and we undertake a fair recruitment process. We believe what we have implemented is working but will continue to make changes as required.

We are working with the local schools to include the younger generations and support deprivation and believe we are striking the right balance with these programmes, especially when teamed up with our Street Stuff programme, in conjunction with Renfrewshire Council, the police and fire brigade.

We are working hard in our community to support minority groups and provide tickets to matches and support through other avenues. We have been working for the past 3 seasons with a charity partner, HomeStart, to include families in our strategy to provide football for all.



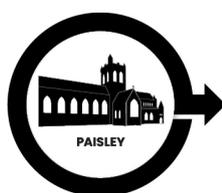
Our strategy focuses on Paisley, People and Performance and this has a focus on diversity and inclusion, basing the decisions our club makes on what is best for the local community, the people who work for us and who are stakeholders in any capacity, and our performance to ensure that our team, on and off the pitch, feel safe coming to work, are included and are championed.

We continue to work towards our strategy, in order to ensure that we are meeting the fundamental targets that we identified, ensuring that Paisley, People and Performance are at the forefront of what we do. Our consideration of equality plays a huge part in this, especially when considering our fans, staff and our local community, and how we act and present ourselves as a football team.

We firmly believe the changes that we have implemented, and our learning and development are supporting equality and diversity within the club. We will continue to improve our strategies, and to meet with minority groups to ensure that St Mirren FC is welcome to all.

We have implemented a policy for equality, which includes provisions dealing with harassment and unfair treatment. The policy has a nominated member of the Board with lead responsibility in the club. All policies are available on our club website.

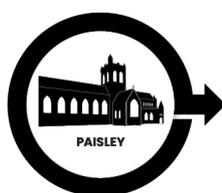
Tackling discrimination: Pursuant to article 28 of the Scottish FA's Articles of Association, the club will take all reasonable steps to investigate any and all forms of unacceptable conduct, and shall take proportionate disciplinary measures.



Child Wellbeing

Objective: To make football a safe and fun environment where children's rights are championed by everyone.

We have updated our Child Wellbeing and Protection Policy in line with Scottish Football. This is managed by our Child Wellbeing and Protection Officer, alongside our Academy Director. We safely appoint staff and volunteers through a robust appointment and selection process. Further, all mandatory training is undertaken as required.



Football for all

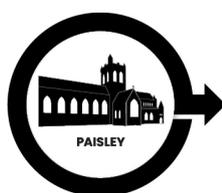
Objective: To make football accessible and enjoyable for everyone, following and contributing to football, irrespective of disability or disabling factors.

During the last quarter of 2025 the club engaged with local disability charity "I Am Me" to become the first disability friendly club in Scotland, which was achieved in January 2026. The in-depth piece of work included a full review of all accessibility practices working with all departments, and involved a panel made up of members of the public, board and staff. This culminated in a live report which has been shared in the documents of the licence. A comprehensive policy that is accessibility friendly has been updated and all operational staff have been trained as of January 2026. The report has outlined a number of improvements, which are being undertaken in the short, medium and long term. Lynsey McLean has been identified as the disability champion for the club.

Further, there has been some positive changes within the SMDSA and the club and I Am Me are working closely with the new committee through their monthly meetings and other support. They are working hard to grow their membership, supported by Lynsey McLean and the other staff within the club.

We are proud of our community engagement, ensuring football is available to all, including running the following programmes, working with charities and supporting the community:

- **StreetStuff:** Now in its 15th year, our flagship community programme, in partnership with Renfrewshire Council, continues to function as a crucial initiative to reduce anti-social behaviour and promote positive futures among young people across Renfrewshire. The programme continues to evolve to meet the changing needs of the area, supported by analytical data to ensure that it is making positive change for good. Further, the programme has been integral in delivering our school engagement initiative.
- **St Mirren FC Charitable Foundation:** St Mirren Charitable Foundation is committed to implementing positive change within our community. Through tailored initiatives such as ASN, Fit & Fed, FFIT, Football Memories, Off The

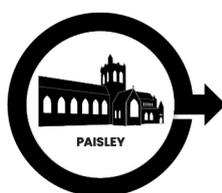


Bench, and Menopause Goals and many others, we have supported children as young as four to seniors, each with varying abilities and needs. This marks a significant increase from 2024, a growth we are incredibly proud of. More than pride, we feel immense gratitude for the opportunity to make a meaningful difference in people's lives.

Football for all ability activities

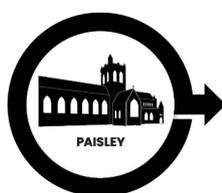
St Mirren FC, working with the St Mirren FC Charitable Foundation do not discriminate and ensure that football can be available to all abilities. Working with, and providing for, the local community, there are a number of programmes available as outlined below:

- Walking Football
 - Women's walking football
 - UEFA Disney Playmakers
 - ASN Disability Football
 - Time to Tackle
 - The Changing Room
 - The Changing Room (female)
 - Football Memories
 - Fitba First
 - Off the Bench
 - Refugee Football
- **Fan Diversity and Data Capture:** Through our **Everyone is Welcome** campaign, we have promoted inclusivity across all areas of St Mirren, with the intention of increasing representation of underrepresented groups within our fanbase and workforce. Our community initiatives now engage more individuals from diverse backgrounds. We continue to work hard to improve the diversity of our fan base through improved data capture.
 - **Our "Help a Buddie"** initiative has proved to be a massive success in engaging community groups to provide tickets to those who may not be able to otherwise attend a match. The generosity of our fans has



supported this initiative, and we are pleased to have given away an average of 15 tickets per game to the community including Erskine Hospital, Brightest Star, RAMH, Men Matter Scotland, Ralston Day Centre and Renfrewshire Foodbank

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Our Environment

St Mirren Football Club (“the Club”) is a professional football club based in Paisley, operating from the SMISA Stadium and associated facilities.

The Club recognises that its activities – including matchday operations, stadium management, travel, procurement and community activities – have environmental impacts through energy use, water consumption, transport emissions and waste generation.

At St Mirren Football Club we believe that being a responsible football club means being part of our community in the widest sense. We know that our performance will be measured not only by our success on the field of play or our profitability as a business but also by our impact on the quality of life in our communities and on the environment we share.

St Mirren Football Club recognises its responsibility to ensure a safe and healthy environment and will endeavour to maintain sound environmental performance through the continued maintenance of our proactive environmental management system, which is integrated into our overall business activity.

Objective: Minimise the club’s environmental impact and lead in sustainable practices.

Through:

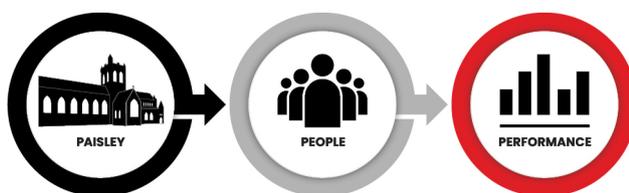
Climate Impact: Reduction of direct and indirect emissions from general operations and events.

Circular Economy: Adopt practices that reduce, reuse, recycle, and recover materials to minimise waste and enhance resource efficiency.

Sustainable Procurement: To ensure all procurement decisions include environmental sustainability, ethical sourcing, and long-term economic viability.

Climate Advocacy: Promoting climate action and protection awareness throughout the club, community, partners and fans.

Monitoring of Environmental Sustainability: Track carbon footprint and implement a carbon reduction plan.



By addressing these areas comprehensively, our club can set a strong example in promoting equality, inclusion, and sustainability in football.

