



DISABILITY INCLUSION

ACTION PLAN 2026–2028

AUSTRALIAN
GRAND PRIX
CORPORATION

Version 1

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The Australian Grand Prix Corporation Disability Inclusion Action Plan 2026-2028 is available for viewing at: www.grandprix.com.au/about-us/driving-change



Acknowledgement of Country

The Australian Grand Prix Corporation acknowledges the Bunurong People, the Traditional Custodians of the land and waterways that we work and race on. We pay our respects to Elders, past and present.

We are committed to honouring, sharing, celebrating First Nations cultures and stories in inclusive and accessible ways for people of all abilities.

PURPOSE & VALUES

**WE EXIST TO DELIVER
UNFORGETTABLE EXPERIENCES
THROUGH THE WORLD'S
BEST SPORTS AND
ENTERTAINMENT EVENTS**



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A MESSAGE FROM THE AUSTRALIAN GRAND PRIX CORPORATION

It is with great pleasure that I present the Australian Grand Prix Corporation (AGPC) Disability Inclusion Action Plan (DIAP) 2026 – 2028.

At the heart of our organisation beats a commitment from our staff to live the AGPC values (Excellence, Respect, Collaboration, Courage, Safety, Empowerment and Joy), which promote diversity and inclusion across all aspects of our operations and the staging of our two events – the Formula 1® Australian Grand Prix and the Australian Motorcycle Grand Prix.

At AGPC, we take great pride in setting the global standard for other race promoters to follow and I believe this DIAP is an important step toward our strategic vision: 'To be a global leader in sport, entertainment and major event delivery'. More specifically, we aim to exceed the diverse needs of all our patrons, inclusive of those with disability. We are privileged to have an influential voice in our field and this DIAP provides an opportunity to lead improved social outcomes for people with disability.

I would like to thank all stakeholders who contributed to the development of this DIAP, in particular, Get Skilled Access who continue to be a valued AGPC partner – your contribution is truly appreciated.

I look forward to continued success in showcasing Victoria as a global leader in tourism and major events and ensuring that not only our organisation, but our two international events, are accessible and inclusive for all.

Travis Auld
Chief Executive Officer,
Australian Grand Prix Corporation

A MESSAGE FROM GET SKILLED ACCESS

As the Co-Founder of Get Skilled Access (GSA), I am delighted that my company, our team and myself have been instrumental in providing the framework for the Australian Grand Prix Corporation (AGPC) Disability Inclusion Action Plan (DIAP) 2026 – 2028.

I love sport, both playing and watching. My dad is a fanatic motorsport enthusiast and he, my brother Zack and myself have been regular Formula 1® Australian Grand Prix attendees since the event came to Albert Park and I have seen firsthand the work and effort the AGPC have done over the years to ensure they are delivering an inclusive event that can be enjoyed by all. In fact, in 2017 I was the first paraplegic in the world to experience the thrill of Formula 1® when I was lucky enough to have a few hot laps in the Minardi F1 2-seater.

At Get Skilled Access our mantra is “Real life disability experience delivered by real life people with disability” and to that end, we are able to provide a plan that encompasses multiple disabilities by utilising the diversity of our team who have mobility, sensory or intellectual disabilities, ensuring best practice across all disability groups.

20% of the Australian population or 4.5 million Australians have either a physical, intellectual or cognitive disability. With over 460,000 visitors to the Formula 1® Australian Grand Prix at Albert Park and over 90,000 to the Australian Motorcycle Grand Prix at Phillip Island, potentially 110,000 people with disability may visit AGPC events in any given year. AGPC has committed to ensuring they deliver an equitable, dignified guest experience to all patrons with accessibility needs.

Having personally been involved with AGPC’s inclusive initiatives over multiple years, I’m confident all the initiatives outlined in the AGPC DIAP 2026 – 2028 are both realistic and achievable, and will lead to improved accessibility, inclusion and overall guest experience for all visitors to the AGPC events as it continues to set the benchmark for accessible motorsport both in Australia and internationally.



Dylan Alcott OAM

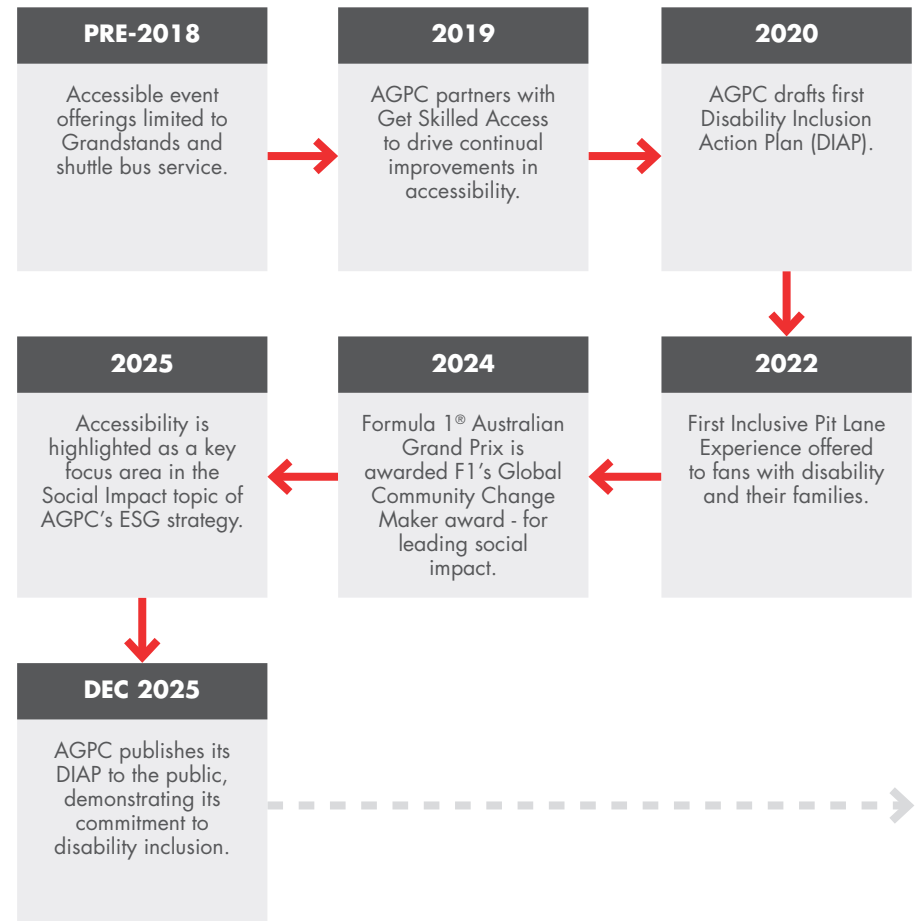
Co-Founder,
Get Skilled Access





OUR JOURNEY SO FAR

Our accessibility journey has been one of continuous improvement, always striving to be better than before. While we acknowledge we have a way to go, we have moved forward with intention and determination so our fans with disability know that they are welcome at our events and that their experiences matter. And those seeking employment with us can do so knowing that we respect and welcome people of all abilities.



STATEMENT OF INTENT: ACCESSIBILITY AND INCLUSION

AGPC is committed to staging the best international events as well as creating a workplace that is reflective of the community we serve. We particularly wish to acknowledge that as a statutory authority under Victorian legislation, we have capacity to make a significant difference not only to the lives of all Victorians but all Australians who identify with a disability. This positive influence extends not only to our Formula 1®, and MotoGP™ events, but is a core pillar of our everyday business practices.

As a planning and delivery agency, we engage with multiple other agencies across government. Through these intergovernmental networks we will continue to broker more opportunities for people with disability. We also acknowledge our capacity to provide employment opportunities for people with disability across our organisation and through this plan will identify opportunities to do so.

This DIAP reflects our commitment to the social model of disability. This model asserts that a person's disability is not the barrier to their equitable participation. It is the external, physical and attitudinal barriers that prevent full inclusion and participation. If these barriers are removed, people with disability would have the capacity to contribute and participate with equity and dignity.

In relation to attitudinal barriers, this incorporates the language and terms we use to describe disability, our conscious and unconscious bias towards disability and our presumptions about people with disability. Across AGPC, we intend to lead by example through endorsing the rights of people with disability.

In this context, we will strive to lead as an event provider and an employer of choice. We will set targets that reflect the expectations of our community and will partner with organisations that can build our disability confidence into the future. Our DIAP is an important step in our commitment to report across all our initiatives and be accountable. With each new iteration of our DIAP, we will consult with people with disability both as employees and customers and use their feedback and experiences to embed more inclusive and dignified practices. Our Plan (2026 – 2028) will:

- Demonstrate a clear commitment to improving our accessibility and inclusion program within our event footprint, organisational operations (both internally and externally) and to all visitors with disability.
- Address accessibility and inclusion with a holistic approach towards all its functional elements to include access to goods and services beyond the event footprint, physical and sensory access and access to information.

- Communication about diversity and inclusion, design for dignity and addressing attitudinal behaviours towards disability by training of our staff and enhancing our existing systems and processes to be more accessible and inclusive.
- Influence third party stakeholders to support our commitment to inclusion and change traditional practices that may have excluded people with disability previously.

This Statement of Intent demonstrates our next step in a long-term commitment to accessibility and inclusion which is consistent with our organisational strategic priorities.

Upon this commitment, AGPC will continue to embed the principles of social inclusion, dignity and equity throughout all our business practices. We also recognise that improving the guest experience for people with disability and informing the public about such changes makes good business sense. This will likely attract more visitors representing diverse backgrounds to Victoria and increase event attendance. This will result in increased visitor satisfaction, improved design of workplace services and spaces that will benefit all our stakeholders and ultimately play a role in positively changing community attitudes towards people with disability.

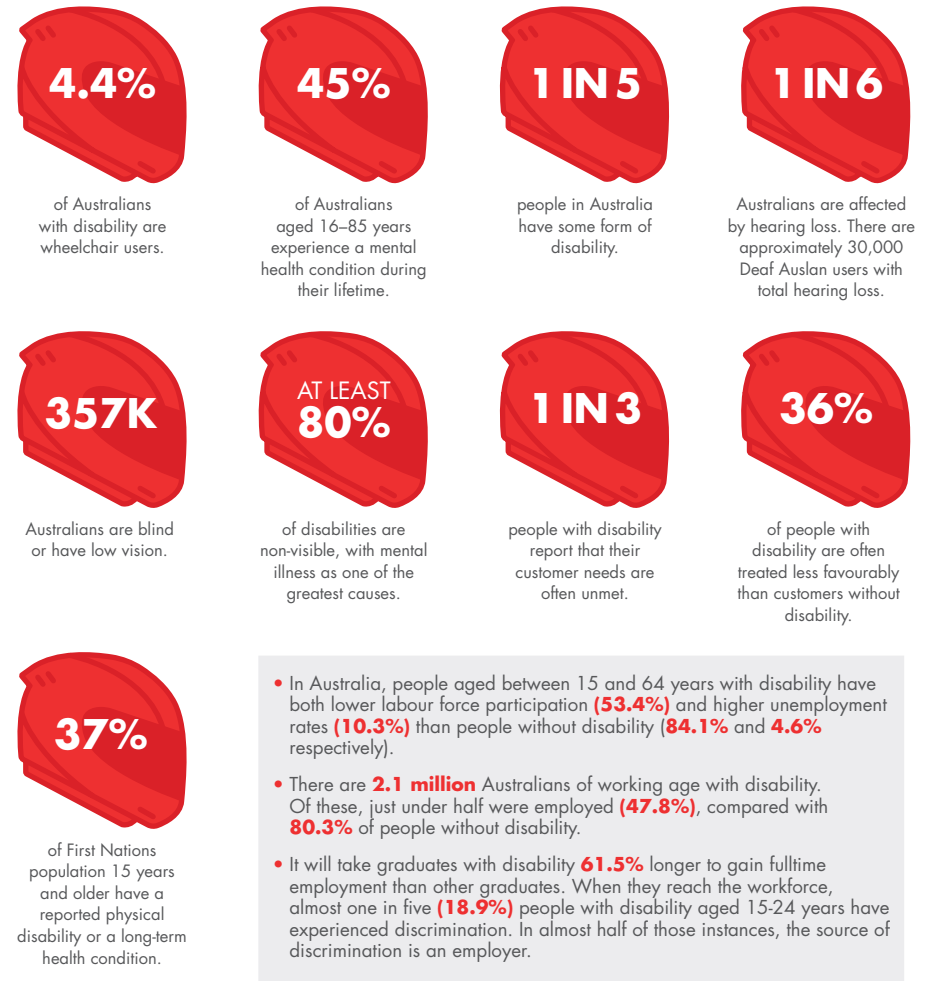




DISABILITY IN AUSTRALIA

In Australia more than 4 million people have a disability which reinforces the importance of understanding and working towards delivering strong inclusion outcomes. The AGPC acknowledges that on any given event day, there are likely to be many fans with disability in attendance so disability inclusion is a fundamental requirement.

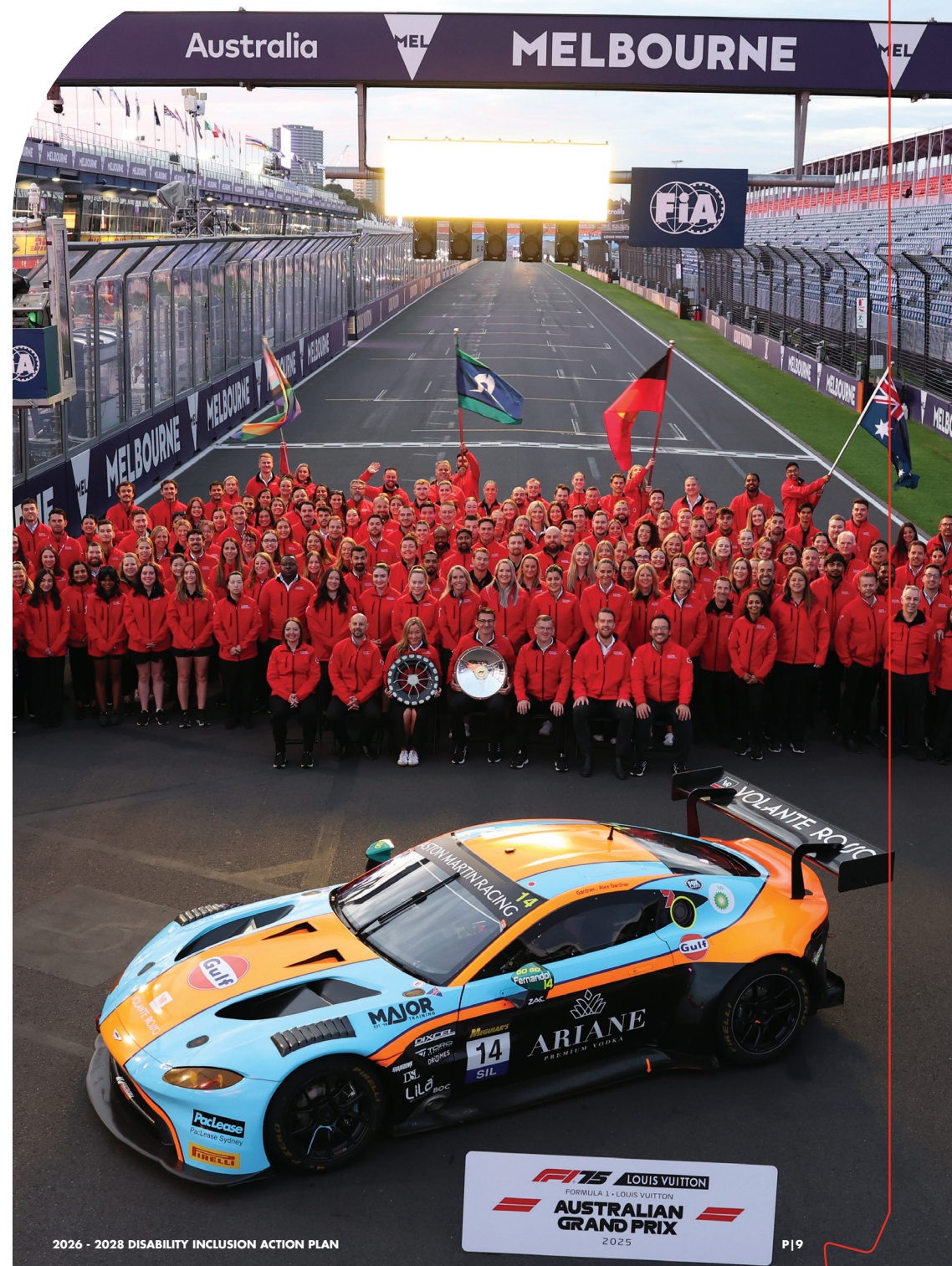
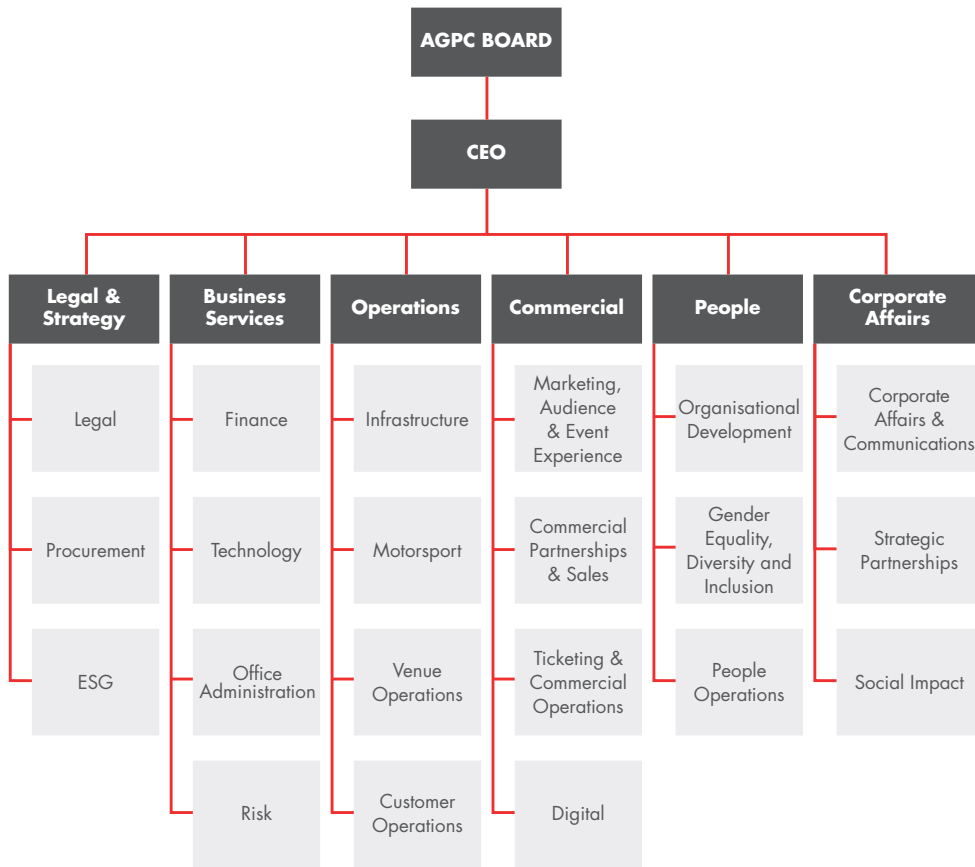
A snapshot of Disability in Australia:



MAKING IT HAPPEN - OUR TEAM

AGPC's vision is to implement the initiatives of this DIAP and continually improve the event experience for people with disability. AGPC's internal departments shown below will each play a pivotal role in the delivery and implementation of this DIAP.

It will only be through a collaborative effort of all involved that AGPC will be able to deliver on its commitments to disability inclusion.





DIAP INITIATIVES

This DIAP will focus on ensuring that people with disability – either as employees or as guests at AGPC events – can enjoy a well-supported and dignified experience.

All the initiatives within this DIAP will align to one of the following four key purposes, as described in the Victorian Disability Act 2006:

PURPOSE	
A	Reducing barriers to persons with a disability accessing goods, services and facilities
B	Reducing barriers to persons with a disability obtaining and maintaining employment
C	Promoting inclusion and participation in the community of persons with a disability;
D	Achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

By striving to deliver the initiatives listed below, people with disability can enjoy an improved, more equitable and dignified experience. AGPC is committed to being a changemaker for inclusivity.

INITIATIVE	PURPOSE	AGPC	F1	MotoGP ¹	TIME FRAME ² (2026, 2027, 2028)	DEPARTMENT
Create a dedicated hub on event websites to inform people with disability about accessible ticketing options.	A		✓	✓	Year 1	Commercial
Facilitate workshops with key Infrastructure partners, to support with the ongoing delivery of accessibility offerings.	A		✓	✓	Year 1	Operations
Commit to continual improvement of AGPC managed hospitality facilities, demonstrating year on year improvement, on accessible offerings.	A		✓	✓	Year 1	Commercial
Commit to AGPC managed ancillary events being delivered in accessible facilities.	A		✓	✓	Year 1	Commercial
Continue to implement closed captioning on all GPTV screens.	A		✓	✓	Year 1	Commercial
Ensure ticketing offices are situated in accessible locations, and include the provision of lower service counters at all ticketing offices with demonstrated improvements year on year.	A		✓	✓	Year 1	Commercial
Work with third party ticket supplier to demonstrate continual improvement on equitable and accessible ticketing journey, including the purchase of companion card tickets.	A		✓	✓	Year 1	Commercial

INITIATIVE	PURPOSE	AGPC	F1	MotoGP ¹	TIME FRAME ² (2026, 2027, 2028)	DEPARTMENT
Commit to maintaining an accessibility page for all event websites promoting access and inclusion information and offerings.	A		✓	✓	Year 1	Commercial
Increase digital content accessibility via alt-text and closed captioning across all relevant digital platforms.	A	✓	✓	✓	Year 1	Commercial
Continually offer activations within the Innovation Hub that are accessible to all fans.	A		✓		Year 1	Corporate Affairs
Embed accessible information at all information booths.	A		✓	✓	Year 1	Operations
Establish accessibility Venue Design and Operations Committee (VDOC) working group to deliver accessibility initiatives for each event.	A		✓	✓	Year 1	Operations
Provide internal accessible transport options.	A		✓	✓	Year 1	Operations
The provision of a sensory space at events.	A		✓	✓	Year 1	Operations
Deliver Australian Sign Language (Auslan) interpreters across all stages throughout the venue.	A		✓	✓	Year 1	Operations
Establish dedicated Service Animal Relief Areas.	A		✓	✓	Year 1	Operations
Use accessible iconography and distances on all wayfinding and directional signage.	A		✓	✓	Year 1	Operations
All new facilities and structures to employ Universal Design principles.	A		✓	✓	Year 1	Operations
Establish a long term Capital Works budget plan for accessible offerings.	A		✓	✓	Year 1	Operations
Maintain General Admission accessible viewing platforms with shade infrastructure and screens.	A		✓		Year 1	Operations
Provide appropriate wheelchair accessible parking, drop off and pick up areas.	A		✓	✓	Year 1	Operations
Development of an accessibility emergency evacuation plan at AGPC's events that is dignified and inclusive to the various accessibility considerations of staff.	A		✓	✓	Year 1	Operations
Work with the traffic and transport committee to provide accessible public transport options to and from the venue.	A		✓	✓	Year 1	Operations
Provide external support for guests travelling to the event that connects with internal accessible shuttle operation.	A		✓	✓	Year 1	Operations
Provision of a changing places facility.	A		✓	✓	Year 1	Operations
Integrate accessible offerings into future membership programs.	A		✓		Year 2	Commercial
Provide food and beverage outlets in locations where there is accessible seating, that include lower service counters and Clear Accessible Paths of Travel (CAPT).	A		✓	✓	Year 2	Operations

INITIATIVE	PURPOSE	AGPC	F1	MotoGP ¹	TIME FRAME ² (2026, 2027, 2028)	DEPARTMENT
Commit to all future customer facing technology to meet Web Content Accessibility Guidelines (WCAG) 2.2 AA guidelines.	A	✓	✓	✓	Year 3	Commercial
In collaboration with the relevant governing body, identify official roles people with disability could undertake, and make necessary adjustments for their role.	B		✓	✓	Year 1	Operations
Use inclusive hiring practices that embed equity, accessibility, and fairness into every stage of the recruitment process.	B	✓	✓	✓	Year 1	People, Culture & Capability
Deliver Mental Health First Aid training to AGPC employees and effectively communicate the support available to all staff.	B	✓			Year 1	People, Culture & Capability
Commit to prioritising the recruitment of people with disability for roles that directly relate to disability.	B	✓			Year 1	People, Culture & Capability
Provide accessible accommodation as required by staff members.	B			✓	Year 1	Business Services
Commitment to the development of Personal Emergency Evacuation Plans (PEEP) for any staff member with a disability at any current or future office locations.	B	✓	✓	✓	Year 1	Business Services
Commitment to workplace adjustments when recruiting staff members with a disability.	B	✓			Year 1	People, Culture & Capability
Commit to advertising roles through disability employment services and accessible job platforms.	B	✓	✓	✓	Year 1	People, Culture & Capability
Create a sensory/wellness space at the office location.	B	✓	✓	✓	Year 3	Business Services
Include people with disability in marketing campaigns where fans are featured.	C		✓	✓	Year 1	Commercial
Provide an avenue for guests with a disability and access needs to provide post-event feedback of their experience.	C		✓	✓	Year 1	Commercial
Communicate accessibility and inclusion offerings to customers across all digital platforms.	C	✓	✓	✓	Year 1	Commercial
Include people with disability in Communication material where fans are featured.	C	✓	✓	✓	Year 1	Corporate Affairs
Promote the AGPC Statement of Intent - Accessibility and Inclusion across relevant communications and platforms both internally and externally.	C	✓	✓	✓	Year 1	Corporate Affairs

INITIATIVE	PURPOSE	AGPC	F1	MotoGP ¹	TIME FRAME ² (2026, 2027, 2028)	DEPARTMENT
Create and run an experience program that enables people with disability to participate in the event, such as Albert Park Unlocked and Island Unlocked.	C		✓	✓	Year 1	Corporate Affairs
Identify and embed social procurement opportunities relating to people with disabilities within relevant contracts, and establish a reporting framework to monitor supplier commitments and outcomes.	C	✓	✓	✓	Year 1	Legal & Strategy
Develop post event accessibility reporting with outcomes to drive continual improvement, and share with relevant key stakeholders.	C		✓	✓	Year 1	Operations
Establish a DIAP working group, with relevant Terms of Reference (ToR) to implement and oversee commitments under this DIAP in relation to AGPC goals.	C	✓			Year 1	Operations
Undertake pre-event accessibility audits.	C		✓	✓	Year 1	Operations
Partner with a disability consultant to provide advice on our disability inclusion offerings.	C	✓	✓	✓	Year 1	Operations
Work with partner activations to be wheelchair accessible (Disability Discrimination Act (DDA) compliant) and adopt inclusive practices, demonstrating continual improvement year on year.	C		✓	✓	Year 2	Commercial
Communication materials to reflect the social model of disability, when using language referring to access and inclusion.	C	✓	✓	✓	Year 2	Commercial
Providing motorsport experiences that cater for people with disability.	C		✓	✓	Year 2	Operations
Bring on a new commercial partner to align and enhance accessible offerings at events.	C		✓	✓	Year 3	Commercial
Enable online bookings for groups of up to six customers including wheelchair accessible spaces.	C		✓	✓	Year 3	Commercial
Support and align with venue master plan for Albert Park and Phillip Island.	C		✓	✓	Year 3	Operations
Development of accessibility requirements to be incorporated into partner sale packs.	D		✓	✓	Year 1	Commercial
Provide merchandise and third party ticketing staff event relevant accessibility information.	D		✓	✓	Year 1	Commercial
Development of accessibility guide to be incorporated into hospitality client information pack.	D		✓	✓	Year 1	Commercial
The AGPC annual report will include DIAP progress updates.	D	✓			Year 1	Corporate Affairs
Continually develop community partnerships with organisations that promote disability inclusion.	D	✓	✓	✓	Year 1	Corporate Affairs

INITIATIVE	PURPOSE	AGPC	F1	MotoGP ¹	TIME FRAME ² (2026, 2027, 2028)	DEPARTMENT
AGPC will acknowledge and celebrate International Day of People with Disability annually.	D	✓			Year 1	Operations
Provide frontline service staff, including but not limited to hospitality, public catering contractors, patron services, security and emergency services personnel with event relevant accessibility information.	D		✓	✓	Year 1	Operations
Provide event and frontline staff training on Hidden Disabilities Sunflower program.	D		✓	✓	Year 1	Operations
All AGPC staff inductions will include a disability confidence and capability module, and one page accessibility and inclusion language guide.	D	✓	✓	✓	Year 1	People, Culture & Capability

1. All initiatives relevant to MotoGP in Year 2 (2027) and Year 3 (2028) are subject to the extension of event contract beyond 2026.
2. Timings set out in the Time Frame column in the table above refer to when the initiative will be completed, and will continue being delivered from that point onwards.





CONSULTATION

A key component of the disability inclusion action planning process is consultation with people with disability, their family and friends, service providers and other stakeholders that we may engage with across the disability sector.

GPC's disability consultant, Get Skilled Access, has provided the foundation for which the initiatives of this DIAP have been built. As the initiatives of this DIAP are delivered, further feedback on how we progress and expand will be requested. This feedback will also inform the next iteration of our DIAP.

Some key themes identified in the consultation process are highlighted below:

- Upgrading our physical assets to increase physical and sensory accessibility, providing access to all areas of the track with equitable participation to all activities and activations.
- Sharing more stories and celebrating diversity and inclusion within the organisation.
- People leaders initiating face to face conversations and creating safe places to have conversations around diversity and inclusion.
- Review of our recruitment processes to ensure they don't preclude people with disability applying for roles.
- Have a clear statement of intent on disability inclusion.
- Be courageous in our commitment to disability inclusion.
- Think outside of the box and pilot more disability inclusion initiatives.
- Unpack what disability inclusion means to the organisation and its impact on individuals.
- Increase learning and development opportunities that create better awareness for disability inclusion.
- Raise the profile of AGPC to become an employer of choice for people with disability by highlighting the great work we will achieve through this DIAP.
- Set aside a budget reserved for accessibility upgrades and DIAP initiatives.
- Include a disability inclusion component in our staff awards.
- Give our people more experiences that will enrich them in the disability inclusion space.
- The Executive Leadership Team along with the Customer Operations team taking responsibility for the DIAP.

MONITOR AND REVIEW

The development and implementation of our current and future DIAP:

- is recognised as core to AGPC upholding its organisational values and to meeting future strategic goals;
- is core to sustaining current and future commitments towards hosting the best international events; and
- enables the provision of best practice accessibility and inclusion outcomes for people with disability.

Communications

This DIAP will be made available on the AGPC website, with key aspects included in staff orientation package and procedures.

Implementation

This DIAP will be incorporated into annual and long-term AGPC planning, programming and budgeting procedures. This will include alignment to our strategic priorities, embedding into relevant committees and across applicable budgets to enable the delivery of the commitments within this DIAP. Outcomes from implementation of this DIAP will be included in our Annual Report.

Monitoring

Diversity and Inclusion is everyone's responsibility; all staff across the AGPC own this DIAP and will be responsible in some way for progressing the goals highlighted. The Plan will be supported by an Executive sponsor(s) and the accountable team will support the delivery of actions and monitor outcomes. In the absence of a dedicated AGPC team member with lived experience in disability, AGPC commits to consulting its Disability Consultants, on the implementation and delivery of the initiatives in this DIAP. This will provide an ongoing consultative element while maintaining a genuine connection to the real stories that have determined so many of the initiatives highlighted.

Annual Reporting

The AGPC will facilitate an annual evaluation of progress towards implementing this DIAP to effectively provide feedback into the AGPC Annual Report. Reporting will include an update on key actions and may include statistics relating to attendance of people with disability, completion rates of disability awareness training, and feedback from staff on our event accessibility and inclusion program.

Review

This DIAP has an operational span of 36 months. A review of the progress will take place every 6 months at a minimum, with the final review to be undertaken in June 2028, ahead of the development of AGPC's next DIAP iteration. Any future DIAPs will be aligned to supporting:

- Victorian Disability Act (2006); and
- Ongoing feedback provided by people with disability (both internal and external to AGPC).





LEGISLATIVE AND POLICY CONTEXT

The relevant laws, standards and guidelines considered in the development of this DIAP include:

- Disability Discrimination Act 1992 (Cth)
- Disability Act 2006 (Vic)
- Disability (NDIS Transition) Amendment Act 2019
- Australia's Disability Strategy (ADS) 2021-2031

REFERENCES

1. Australian Government (1992) Commonwealth Disability Discrimination Act. Canberra: Attorney-General's Department.
2. United Nations (16 December 2006) Convention on the Rights of Persons with Disabilities. New York: United Nations.
3. NSW Disability Inclusion Act (2014): Ageing, Disability and Home Care, Family and Community Services.
4. Australia's Disability Strategy (ADS) 2021-2031.
5. Victorian Disability Services Act (2006, Amended 2019).
6. Australian Grand Prix Corporation Annual Report 2024.

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