

Diversity Equity and Inclusion Policy

1. Purpose

Davki is committed to maintaining a workplace that is fair, respectful, inclusive and reflective of the communities in which we operate. This Policy sets out Davki's commitment to diversity, equity and inclusion across recruitment, employment, development, leadership and workplace culture.

Davki recognises that a diverse and inclusive workforce strengthens decision-making, improves service delivery, enhances innovation and supports a more resilient and high-performing organisation. We view diversity not as a compliance exercise, but as an operational, cultural and strategic priority.

2. Scope

This Policy applies to all Davki:

- directors
- executives
- managers
- employees
- candidates for employment
- contractors and labour engaged by Davki, where relevant to workplace conduct and engagement practices

This Policy applies across all stages of employment and engagement, including:

- recruitment and selection
- onboarding
- training and development
- performance management
- promotion and leadership opportunities
- remuneration and reward
- workplace behaviour and culture
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Approved by:	Assigned for:
Chief Executive Officer / Director	Daric Group of Companies
Michael Daric	Davki – Eimalo
January 2026	

3. Policy Statement

Davki is committed to providing a workplace in which all individuals are treated with dignity, fairness and respect. We are committed to equal employment opportunity and to ensuring employment-related decisions are made on merit, capability, role requirements and lawful operational considerations.

Davki does not tolerate unlawful discrimination, harassment, bullying, victimisation or exclusionary conduct on the basis of any protected attribute, including but not limited to:

- sex or gender
- age
- race
- ethnicity
- Aboriginal or Torres Strait Islander status
- disability
- religion
- sexual orientation
- gender identity
- family or carer responsibilities
- marital or relationship status
- pregnancy
- political belief or other attribute protected by law

Davki is committed to building an inclusive culture in which people feel safe to contribute, develop and progress.

4. Objectives

The objectives of this Policy are to:

- promote a diverse, equitable and inclusive workplace culture
- support equal opportunity in recruitment, development and advancement
- reduce barriers to participation and progression
- strengthen representation across the workforce and leadership pipeline
- ensure workplace systems and behaviours support inclusion and fairness
- establish governance, reporting and accountability for diversity outcomes

5. Guiding Principles

Davki's diversity, equity and inclusion approach is guided by the following principles

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5.1 Respect

Every individual has the right to be treated fairly and respectfully in the workplace.

5.2 Merit and Opportunity

Employment and advancement decisions must be based on merit, capability, potential and lawful operational requirements, supported by equitable access to opportunity.

5.3 Inclusion

Davki seeks to create an environment in which people from different backgrounds, experiences and perspectives are welcomed, heard and supported.

5.4 Accountability

Diversity and inclusion outcomes must be supported by leadership accountability, measurable actions and regular review.

5.5 Continuous Improvement

Davki will continue to review and improve its systems, policies and practices to strengthen workforce equity and inclusion over time.

6. Commitments

Davki commits to:

6.1 Equal Employment Opportunity

Davki will provide equal employment opportunity and will not unlawfully discriminate in recruitment, selection, promotion, transfer, training, remuneration or any other aspect of employment.

6.2 Inclusive Recruitment

Davki will seek to implement fair and inclusive recruitment practices, which may include:

- structured selection criteria
- skills- and role-based assessment
- blind CV screening where appropriate
- diverse interview or review input where practicable
- monitoring of shortlist and recruitment outcomes

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6.3 Career Development and Progression

Davki will support access to development, mentoring, capability-building and advancement opportunities across all levels of the business.

6.4 Safe and Respectful Workplace

Davki will not tolerate bullying, harassment, unlawful discrimination or victimisation. Complaints or concerns will be taken seriously and managed in accordance with company policy and applicable law.

6.5 Workforce Participation

Davki will seek to strengthen participation and representation across underrepresented groups through lawful, practical and measurable initiatives.

6.6 Cultural Awareness and Inclusion

Davki will encourage awareness, respect and inclusion across different backgrounds, cultures and lived experiences.

7. Diversity Priorities and Targets

Davki may establish internal diversity targets as part of its broader Equity, Diversity and Inclusion strategy. These targets are intended to support measurable progress, accountability and review.

Targets may be reviewed and updated from time to time to reflect workforce composition, operational requirements, availability of candidates, lawful recruitment practices and strategic priorities.

7.1 Gender Representation

Davki is committed to improving gender representation across its workforce and leadership pathways.

Davki may support this objective through initiatives such as:

- monitoring gender representation across candidate shortlists and appointments
- using structured and evidence-based recruitment methods
- promoting balanced input in hiring and leadership review processes where practicable
- reviewing gender representation in leadership, progression and remuneration outcomes

Davki's intention is to support equal access, meaningful progression and influence across all levels of the organisation.

7.2 Aboriginal and Torres Strait Islander Representation

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Davki acknowledges the importance of improving Aboriginal and Torres Strait Islander participation and representation across the business.

Davki may support this objective through:

- targeted and culturally informed recruitment initiatives
- partnerships with community organisations, training providers or employment pathways where appropriate
- monitoring participation and progression outcomes
- reviewing workforce representation periodically and in consultation with appropriate advisors where relevant

Davki may adopt internal targets or benchmarks in relation to Aboriginal and Torres Strait Islander workforce participation, subject to operational feasibility and lawful implementation.

7.3 Broader Inclusion

Davki also supports inclusion across other dimensions of diversity, including disability, age, culture, language, religion, sexual orientation, gender identity, family responsibilities and socio-economic background.

8. Workplace Standards

All employees, managers and leaders must:

- treat others fairly and respectfully
- contribute to an inclusive and professional workplace
- avoid discriminatory, offensive, exclusionary or harassing behaviour
- raise concerns where inappropriate conduct is observed or experienced
- comply with Davki policies, procedures and lawful directions relating to diversity, inclusion and workplace conduct

9. Roles and Responsibilities

9.1 Directors and Executive Leadership

Directors and executive leaders are responsible for:

- setting the tone for an inclusive and respectful culture
- approving strategic diversity priorities
- reviewing progress, governance and accountability measures

9.2 Managers and Supervisors

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Managers and supervisors are responsible for:

- implementing this Policy in day-to-day practice
- making fair and objective employment decisions
- responding appropriately to concerns or complaints
- promoting inclusive team culture and behaviour
- supporting reporting and workforce review processes

9.3 People and Governance / HR Function

The responsible people, governance or HR function is responsible for:

- supporting implementation of this Policy
- monitoring diversity metrics and trends
- advising on recruitment, employee relations and inclusion practices
- coordinating reporting, review and policy updates

9.4 Employees

Employees are responsible for:

- complying with this Policy
- treating others with dignity and respect
- not engaging in discriminatory, harassing or exclusionary behaviour
- reporting concerns or breaches through appropriate channels

10. Reporting and Monitoring

Davki will monitor diversity, equity and inclusion performance through internal reporting and review mechanisms.

This may include review of:

- workforce composition
- recruitment and shortlist trends
- promotion and progression outcomes
- retention and turnover trends
- pay equity indicators
- training and participation data
- complaints or grievances related to workplace conduct

Diversity metrics will be reviewed periodically by leadership, including quarterly or annual review as determined by Davki's governance framework.

Where reporting identifies material gaps, risks or adverse trends, Davki may review and adjust relevant systems, practices, training or leadership actions

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11. Complaints and Concerns

Employees who experience or observe behaviour inconsistent with this Policy are encouraged to report the matter through the appropriate internal process, which may include:

- their manager
- a more senior manager
- HR / People and Governance
- a confidential reporting pathway, if available

Davki will treat complaints seriously and will seek to manage concerns fairly, confidentially and in accordance with procedural fairness and applicable law.

Victimisation against a person who raises a concern in good faith will not be tolerated.

12. Training and Awareness

Davki may provide training, guidance and communication to support:

- understanding of diversity and inclusion obligations
- respectful workplace conduct
- anti-discrimination and anti-harassment requirements
- inclusive recruitment and people management practices
- awareness of unconscious bias and cultural inclusion

13. Public Reporting and Transparency

Davki may include diversity, equity and inclusion commitments, initiatives and summary outcomes in internal reporting, tender responses, capability statements or public-facing corporate reporting.

Any public reporting will be:

- accurate
- proportionate
- evidence-based
- respectful of privacy and confidentiality
- aligned with Davki's operational reality and strategic commitments

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14. Breach of Policy

A breach of this Policy may result in corrective action, performance management or disciplinary action, up to and including termination of employment or engagement, depending on the seriousness of the conduct.

15. Review

This Policy will be reviewed periodically, and at least every two years, or earlier where:

- legislative requirements change
- workforce or operational needs materially change
- review findings indicate updates are required

Signed and Acknowledged

CEO Davki | EiMalo

Michael Daric



Owner: Executive Leadership / People and Governance

Effective Date: [13th January 2026]

Review Date: [13th January 2027]

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