

ESG Environment Social Governance Policy

Overview

Davki recognises that its social, environmental and ethical conduct has a direct impact on its reputation, stakeholder confidence, workforce culture and long-term sustainability. As a provider of premium security, concierge and operational support services, Davki acknowledges its responsibility to operate in a manner that is ethical, accountable, socially aware and environmentally responsible.

This Corporate Social Responsibility Plan sets out Davki's commitments, principles and reporting framework across the areas of ethics, people, environment, community and workplace health and safety. It reflects our intention to embed responsible business practice into the way we operate, lead, employ, procure and serve.

Scope

This Plan applies across Davki's operations and is relevant to:

- directors
- executives
- managers
- employees
- service delivery personnel
- suppliers and service partners where applicable

It applies to all business activities undertaken by Davki and should be read alongside other relevant policies, including Davki's Code of Conduct, WHS Policy, Environmental Policy, Diversity and Inclusion commitments, procurement controls and reporting procedures.

CSR Commitment Statement

What do we stand for

Davki is committed to conducting business in a manner that:

- upholds high ethical and legal standards
- protects and develops our people
- supports safe and respectful workplaces
- reduces environmental impact where reasonably practicable
- contributes positively to the broader community
- strengthens transparency, accountability and trust with stakeholders

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

We recognise that corporate social responsibility is not a standalone initiative. It is an operational and leadership obligation that must be reflected in our daily decision-making, service delivery standards and organisational culture.

CSR Pillars

4.1 Ethics and Responsible Conduct

Davki is committed to ethical business conduct in all dealings with employees, clients, suppliers, regulators, authorities and the public. We expect integrity, professionalism and lawful conduct across every level of the business.

Davki will:

- operate in accordance with applicable laws, regulations and contractual obligations
- maintain high standards of honesty, fairness and accountability in business conduct
- require directors, managers and employees to act with integrity and avoid improper conduct
- maintain processes to identify, disclose and appropriately manage conflicts of interest
- prohibit discrimination, harassment, bullying and victimisation in all forms
- support confidential reporting of suspected wrongdoing, misconduct, unethical behaviour or breaches of policy
- take appropriate action where allegations of wrongdoing are substantiated
- continue to improve internal governance, compliance monitoring and leadership accountability

Key Commitments

- lawful and ethical operations
- confidential reporting pathways
- zero tolerance for discrimination and harassment
- conflict-of-interest controls
- accountability for breaches of policy or legal obligations

4.2 Employees and People Development

Davki's people are central to its service quality, reputation and growth. We are committed to creating a workplace that is respectful, inclusive, development-focused and aligned with high performance and professional standards.

Davki will:

- provide equal employment opportunity and make employment-related decisions based on merit, role fit, values alignment and lawful operational requirements

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

- not tolerate unlawful discrimination on the basis of age, disability, gender, race, ethnicity, religion, sexual orientation, relationship status or other protected attributes
- support employee growth through training, mentoring, coaching and professional development
- encourage contribution, innovation and collaboration at all levels of the business
- promote leadership development and structured capability uplift across frontline and management roles
- maintain fair, respectful and professional workplace practices
- support employee wellbeing through communication, leadership engagement and safe systems of work

Key Commitments

- fair and merit-based employment practices
- learning and development opportunities
- respectful workplace culture
- career progression and capability building
- strong communication and employee engagement

-

4.3 Environment and Sustainability

Davki is committed to minimising the environmental impact of its business activities and to improving environmental awareness and performance across its operations.

As a service-based business, Davki recognises that its environmental responsibility includes both direct operational impacts and the influence of everyday decisions relating to travel, resource use, procurement and waste.

Davki will:

- comply with applicable environmental laws, regulations and client site requirements
- identify and manage environmental risks arising from its operations where reasonably practicable
- encourage the efficient use of energy, fuel, water, paper and consumables
- support waste reduction and responsible disposal practices
- encourage digital reporting and reduced paper-based administration where feasible
- integrate environmental considerations into decision-making, site operations and leadership oversight
- provide guidance and accountability to leaders responsible for implementing environmental controls and expectations

Key Commitments

- compliance with environmental obligations
- practical reduction of operational impact
- improved resource efficiency

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

- reduced paper dependency
- leadership accountability for environmental performance

4.4 Community Support and Social Contribution

Davki recognises that responsible businesses have an obligation to contribute positively to the communities in which they operate. As a provider of frontline services, we also acknowledge a broader social duty to respond with professionalism, care and humanity where assistance can lawfully and safely be rendered.

Davki will:

- support members of the public who require assistance where lawful, safe and operationally appropriate
- maintain a service culture that values dignity, respect and care in community interaction
- continue to support practical community initiatives where the business has the means to contribute
- provide support through selected charitable, humanitarian or local community activities
- encourage socially responsible decision-making in the delivery of frontline services
- consider opportunities for meaningful contribution that align with the company's values and operational capability

Davki currently supports community initiatives including:

- the provision of essential item kits for homeless persons encountered during patrol activities where appropriate
- support to initiatives that provide access to water and basic resources for communities experiencing hardship in overseas locations

Key Commitments

- frontline assistance where safe and lawful
- practical community support
- dignity and respect in public interaction
- humanitarian contribution where reasonably possible
- alignment between community action and company values

4.5 Workplace Health and Safety

Davki is committed to eliminating or minimising workplace illness, injury and unsafe conditions, and to providing a safe and healthy environment for employees, clients, visitors, contractors and members of the public affected by our work.

Our objective is to foster a safety culture in which responsibility, awareness, consultation and proactive risk management are embedded in day-to-day operations.

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

Davki will:

- provide and maintain safe systems of work so far as is reasonably practicable
- identify, assess and control hazards and operational risks
- support communication and consultation on WHS matters across the business
- require timely reporting of incidents, injuries, hazards and near misses
- investigate incidents and implement corrective actions where required
- provide relevant WHS training, instruction and supervision
- incorporate WHS requirements into operational procedures, post orders, inductions and leadership responsibilities
- promote a culture in which all workers understand their role in maintaining a safe workplace

Key Commitments

- zero-harm objective
- early reporting of hazards and incidents
- consultation and participation on safety matters
- training and supervision
- integration of WHS into operational delivery

5. Governance and Accountability

Corporate social responsibility at Davki is overseen through leadership accountability, policy integration and performance review.

Responsibilities

Directors and Executive Leadership

- set the tone for ethical and responsible conduct
- approve CSR priorities and strategic direction
- review public-facing CSR commitments and performance reporting

Senior Management

- implement this Plan across operations
- allocate resources and oversight to support compliance and improvement
- monitor performance, risks and corrective actions

Operational Leaders and Site Management

- embed CSR commitments into day-to-day operations
- support compliance, reporting, consultation and issue escalation
- lead by example in ethical behaviour, WHS and environmental awareness

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

Employees

- act consistently with Davki's values, policies and lawful directions
- report hazards, concerns, misconduct or breaches of policy
- contribute to a respectful, safe and responsible workplace

6. Performance Measurement and Monitoring

Davki will monitor the effectiveness of this CSR Plan through measurable indicators, internal reporting, management review and continuous improvement.

6.1 Indicative Performance Areas

Davki may track performance across the following areas:

Ethics

- number of reported ethical concerns or misconduct matters
- completion of policy and compliance training
- conflict-of-interest declarations where required
- corrective actions arising from investigations or audits

Employees

- staff turnover and retention trends
- training hours completed
- internal promotions or development outcomes
- diversity and equal opportunity indicators
- employee engagement and participation measures

Environment

- paper consumption reduction
- digital reporting uptake
- fuel and fleet efficiency initiatives
- waste reduction and responsible disposal practices where measurable

Community

- number and type of community support initiatives
- in-kind support or charitable contributions
- staff participation in community-focused programs where applicable

WHS

- incident and near-miss reporting rates

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

- hazard closure timeframes
- training compliance
- corrective action completion
- injury trends and lost-time performance

6.2 Review Frequency

Davki will review CSR performance through:

- ongoing operational monitoring
- periodic management review
- annual review of this Plan and associated outcomes

Where appropriate, performance indicators may be incorporated into broader business reporting, operational reviews, leadership meetings or annual compliance reviews.

7. Public Reporting and Transparency

Davki is committed to transparency in relation to its corporate social responsibility commitments and progress. To support public confidence and stakeholder visibility, Davki will publish a summary of its CSR approach and selected performance outcomes for public viewing.

7.1 Public Reporting Approach

Davki may publicly report, at a summary level, on matters such as:

- CSR priorities and commitments
- ethics and governance initiatives
- employee development and wellbeing initiatives
- environmental actions and reduction efforts
- community support activities
- workplace health and safety focus areas
- key improvements or achievements during the reporting period

7.2 Reporting Channels

Public CSR reporting may be communicated through:

- Davki's website
- tender and capability documentation
- annual company updates or public statements
- client-facing material or corporate profiles
- policy summaries made available on request

7.3 Reporting Frequency

Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	

Davki intends to review and refresh its public CSR summary on at least an annual basis, or more frequently where material initiatives, improvements or commitments arise.

7.4 Reporting Principles

Public CSR reporting will aim to be:

- accurate
- proportionate
- evidence-based
- clear and accessible
- aligned with Davki's operational reality and commitments

Confidential, commercially sensitive or personal information will not be disclosed in public reporting.

8. Continuous Improvement

Davki recognises that corporate social responsibility is an evolving area of business practice. This Plan will be reviewed periodically to ensure it remains current, practical and aligned with legal obligations, stakeholder expectations and the company's growth. Davki is committed to ongoing improvement through:

- leadership review
- policy development
- better data and reporting capability
- workforce education
- operational learning
- stakeholder feedback

9. Approval and Review

This Corporate Social Responsibility Plan is approved by Davki leadership and remains in effect until amended or replaced.

Review frequency: Annually

Owner: Executive / Senior Management

Next review: 12 months from approval date

Signed and Acknowledged

CEO Davki | EiMalo



Approved by:	Assigned for:
CEO	Daric Group of Companies
Michael Daric	Davki – Eimalo
June 2025	