

Ezko Property Services Pty Ltd

Website: www.ezko.com.au

Reviewed 4 November 2020



Indigenous Relations Policy

Ezko recognises the customary needs of Indigenous people and respects the need to preserve both their customs and their culture.

We are committed to improving our knowledge and understanding and increasing our engagement with indigenous people, indigenous owned companies and clients who share our commitment.

We acknowledge that at Ezko, we have a long way to grow in this respect however the following is a path to growing our awareness and our actions.

- We will encourage a culture that respects Indigenous beliefs, values and their heritage.
- We will actively seek opportunities for Indigenous people taking special measures to overcome disadvantages for example to address barriers to employment, barriers to competition in the market etc.
- We will grow awareness of Indigenous culture and values.
- We will actively seek and engage with suppliers that have direct ownership by Indigenous people.

Ezko recognises Indigenous people as the original custodians of their lands.

Diversity & Inclusion Policy

We are by nature a diverse community, as our team, on all levels, come from various backgrounds and cultures. Ezko started as a diverse and inclusive company. It is in our nature, but, until recently, we had not recognised it as one of our core strengths.

We recognise that the respect of who we are as individuals, our diversity, our many cultures, our beliefs and values, is what makes us great and allows us to be builders of a better society. What until now we took for granted, we will now protect, promote and learn from.

Diversity is the range of human differences, such as religious or ethical values, race, political beliefs, ethnicity, gender, gender identity, sexual orientation, social class, physical ability, age, or attributes and national origin.

Inclusion is where the worth and dignity of all people are recognized. An inclusive company such as Ezko promotes and protects a sense of belonging; it values and practices respect for the backgrounds, beliefs, talents and ways of living of its members.

Ezko values the competitive advantage of diversity. The benefits enrich our perspective, increase employee engagement, and improve our performance. To deliver diversity we may need to positively discriminate to overcome obstacles.

The fundamentals of our core business rely heavily on our employees and we are lucky that they represent such a diverse mix of nationalities, cultures, races and beliefs. It is our obligation to role model respect, courtesy and equal opportunity and to share its importance to all employees regardless of race, colour, sex, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, and/or other protected categories under applicable laws and the community at large.

Diversity & Inclusion guiding principles - Everyone is welcome at Ezko

- Treat all employees and stakeholders, fairly to achieve equality for all regardless of their age, gender, beliefs, language, culture, ethnicity, sexuality, and disability.
- We value diversity by driving a safe work environment and evolving where improvements can be made.
- We promote a culture that values diversity and differences by being flexible where it suits both the business and the employee to match the needs of the organisation with the needs of a diverse work force including the individual needs of specific demographics.
- To provide learning and development opportunities growing knowledge and skills to match the company needs.
- Recruit employees from a diverse field and employ deliberate action to overcome disadvantages.
- Most importantly, to ensure our behaviours reflect the these Ezko policies