



# Diversity, Equity & Inclusion Policy

Fostering a respectful, inclusive and equitable workplace for all.

VERSION	2.0
EFFECTIVE	January 2026
APPROVED BY	<b>Scott O'Brien</b> Managing Director

## 1 Purpose

Ironbark EV is committed to fostering a diverse, equitable and inclusive workplace where all people are treated with dignity and respect.

This policy outlines Ironbark EV's approach to promoting diversity, ensuring equitable access to opportunities, and supporting inclusive practices across its operations.

## 2 Scope

This policy applies to all Ironbark EV operations and activities, and extends to:

- Employees, contractors and subcontractors engaged by Ironbark EV
- Suppliers, service providers and delivery partners
- Customers, visitors and members of the public
- Any other persons who may be affected by Ironbark EV's activities

## 3 Policy Statement

### Commitment to a Safe Workplace

Ironbark EV is committed to providing a workplace free from discrimination, harassment and bullying. Diversity and inclusion are valued as strengths that contribute to better outcomes for people, communities and the business.

**Ironbark EV is committed to equitable treatment and opportunity regardless of:**

- Age
- Gender, gender identity or sexual orientation
- Disability (physical, intellectual, sensory or psychosocial)
- Race, ethnicity or cultural background
- Aboriginal or Torres Strait Islander identity
- Religion
- Family or caring responsibilities
- Any other attribute protected by law

## 4 Equity and Fair Treatment

Ironbark EV is dedicated to eliminating bias and ensuring that all individuals have access to the same opportunities. We are committed to:

### KEY COMMITMENTS

- Fair and merit-based recruitment, selection and promotion practices.
- Equal access to training, development and career opportunities for all staff.
- Fair pay and conditions in accordance with applicable legislation and industrial instruments.
- Proactively addressing and removing barriers that may prevent equitable participation in the workplace.



## 5 Disability Inclusion

Ironbark EV recognises the significant value of an inclusive workplace for people with disability. We strive to create an environment where ability is celebrated.



### Inclusive Environment

Providing a workplace that is inclusive, accessible, and respectful of people with disability.



### Reasonable Adjustments

Making reasonable adjustments where practicable to support employees and contractors with disability to perform their roles effectively.



### Fair Recruitment

Ensuring recruitment and employment practices do not unfairly disadvantage people with disability.



### Awareness & Engagement

Promoting awareness and respectful engagement around disability inclusion across the organisation.

## 6 Inclusive Workplace Practices

Ironbark EV supports inclusive workplace practices, which may include:

- Flexible work arrangements where appropriate
- Respectful communication and behaviour
- Consultation and engagement with workers on inclusion-related matters
- Prompt and appropriate response to complaints or concerns

## 7 Responsibilities

**Management is responsible for:**

- Promoting the principles of diversity, equity and inclusion
- Ensuring this policy is implemented and supported in practice
- Addressing inappropriate behaviour or discrimination

**Employees, contractors and other persons are expected to:**

- Treat others with respect and fairness
- Act in a manner consistent with this policy
- Raise concerns about discrimination, harassment or exclusion where they arise

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*This policy will be reviewed periodically to ensure it remains effective, current and aligned with organisational objectives and legal requirements.*