



FY25

ESG Report

2nd edition | August 2025



NAVIGATE THE REPORT

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01 / EXECUTIVE SUMMARY

Progress grounded in action

FY2025 was an important year for Davidson's ESG work. We made measurable progress, strengthened partnerships and sharpened our focus on the areas where we can make a meaningful difference.

Under the Social pillar, we strengthened our engagement with First Nations friends, expanded our community initiatives and delivered more than \$614K in combined financial, pro bono and in-kind support to our long-standing friend, Yalari, recognised by the Jimbelungare 20th Anniversary Honour Award. Our support in FY2025 included executive recruitment, strategic advisory, and leadership coaching.

Our Environmental work focused on practical, data-led action. We focused on measurable action from recycling devices to green office initiatives. We also tracked energy consumption across all offices for the first time, laying the foundation for future emissions planning.

Under Governance, we strengthened our enterprise risk framework and cybersecurity capabilities under ISO 27001 certification. We also achieved a 97.6% compliance training rate.

Looking ahead, we are preparing to align with the Australian Sustainability Reporting Standards (ASRS) from July 2027. Our focus remains on strengthening ESG practices that reflect our values and stakeholder priorities.



Our ESG actions this year have strengthened Davidson's ability to make lasting, values-driven impacts. Importantly, recent stakeholder feedback confirmed that our ESG priorities remain relevant and that we're focusing our efforts in the right areas.

We remain committed to evolving our practices and contributing to a more sustainable, inclusive future.

Trent McMahon, CFO

Reflecting on FY25 progress

02 / FY25 ESG HIGHLIGHTS

The year at a glance

In FY2025, we focused on practical actions to strengthen our approach to sustainability.

01

Homelessness Initiative

We launched a strategic plan to enable 500 supportive housing units by 2032, with a target to reduce rough sleeping from 337 to fewer than 100 people.

03

First Nations Enterprise Support

We provided 100+ hours of pro bono strategic advisory support to Crystal Ailan and Yurringa Energy.

02

Yalari Friendship

We delivered \$614K+ in pro bono, financial and in-kind support. Yalari also recognised our friendship since 2007 with its Jimbelungare 20th Anniversary Award.

04

Environmental Sustainability

We donated 10 laptops to Deadly Coders to support Indigenous STEM education. We also recycled 34 additional devices through PhoneCycle, resulting in:

3,026 MJ

fossil fuels saved

586 kg

mineral resources saved

\$1,328

recycling funds donated



03 / FY2025 KEY STATISTICS

Proof, not promises

500
supportive housing units
targeted by 2032, with a
goal to reduce rough
sleeping from 337 to under
100

34
devices diverted from
landfill

3,026 MJ
fossil fuels saved

227kg
CO2 greenhouse gas
prevented

586 kg
mineral resources saved

161
employees

56% **44%**
women men

6%
culturally diverse employees

50%
women in leadership roles

+74
Client NPS

+51
Candidate NPS

+67
Contractor NPS

\$614K
in financial contributions,
pro bono and strategic
advisory support provided
to Yalari

\$18,909
raised through four
initiatives

68%
employee wellbeing index

72%
inclusion index

97.6%
compliance training
completion rate

04 / ESG ROADMAP

From foundation to assurance

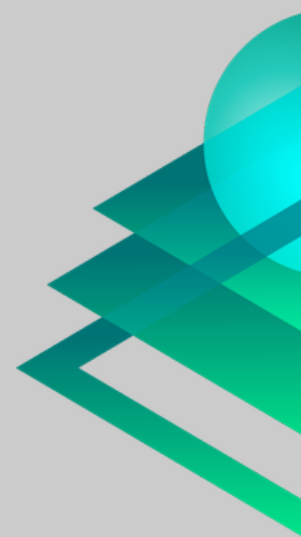
FY24-25

Laying the foundations

Over the past year, we moved from planning to practical action, strengthening how ESG is considered across our operations, engagement and reporting.

What we've achieved:

- Introduced our Environmental Policy, with board endorsement.
- Published our inaugural ESG Report.
- Mapped ESG activities across the business.
- Embedded ESG into tenders, operations and communications.



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Building maturity and alignment

Our next phase is focused on strengthening our ESG foundations, improving how we collect and report data, and preparing for future reporting requirements.

Areas of focus:

- Strengthen emissions data collection to support future baselining and target setting.
- Improve internal ESG reporting systems to support more reliable and consistent reporting.
- Deepen engagement with suppliers on environmental and social expectations.
- Prepare for future alignment with ASRS requirements.

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Assurance and readiness

As reporting requirements evolve, our focus will shift towards building the systems and processes needed for greater ESG reporting readiness.

Proposed areas of focus:

- Explore a materiality assessment
- Strengthening emissions tracking
- Evolve our ESG reporting approach in response to relevant reporting requirements.



This roadmap sets out our intended direction. We will continue to strengthen our approach as requirements evolve, focusing on practical actions and measurable progress.

ENVIRONMENT

Measure first. Improve next.

In FY2025, we strengthened our environmental approach through better measurement and practical action across our offices.

01

E-waste recycling

34	586 kg	234 g
devices diverted from landfill	mineral resources saved	C2H4 summer smog reduced
3,026 MJ	227 kg	459 g
fossil fuels saved	CO2 greenhouse gas prevented	particulates

04

Supporting Deadly Coders

10	\$1,328
laptops securely wiped and donated to Deadly Coders	generated from recycled devices and donated to Deadly Coders

02

Print management

In FY2025, we introduced FollowMe Print to better understand and manage our printing activity. In FY2025:

74.124%	4,911	78.4 g
of a tree not printed	equivalent bulb hours avoided	CO2 avoided

05

Digital signing

Our digital signing platform provides estimated environmental equivalents compared with paper-based processes:

1,090 kg	10,569 litres	430 kg	>70 kg
CO2 emissions	of water	of wood	of waste

03

Greener offices

Our Brisbane, Melbourne and Sydney offices took part in initiatives to reduce waste and improve energy efficiency.

These included LED lighting upgrades, power timers and composting.



ENVIRONMENT

A baseline for better decisions

72,914 kWh

total electricity consumption
across our three offices

This baseline gives us a clearer understanding of our electricity use and provides a foundation for future environmental targets and reporting.

Environmental policy

In FY2025, our Board formally endorsed our Environmental Policy, strengthening how we manage environmental impacts across our operations. The policy commits us to:

- **Minimising Environmental Impact:** Reducing waste, emissions, and energy use across operations.
- **Sustainable Procurement:** Preferring environmentally responsible suppliers and products.
- **Compliance and Continuous Improvement:** Meeting or exceeding relevant environmental legislation and voluntarily aligning to emerging best practice.
- **Employee Engagement:** Davidson is actively engaging staff through ongoing education and awareness initiatives to build a culture of environmental responsibility.
- **Progressive Reporting:** Davidson has committed to annually publishing environmental performance metrics, with plans to enhance reporting systems progressively.

The policy informs our approach to tenancy planning, procurement, digital solutions and supplier engagement.

SOCIAL

An 18-year friendship with Yalari

We have supported Yalari since 2007, building a long-term partnership focused on Indigenous education, leadership and opportunity. Over 18 years, that support has grown to include financial contributions, pro bono services, strategic advice and volunteering.

In FY2025, we provided more than \$614K in financial, pro bono and in-kind support across four key areas:

01

Pro bono and advisory support

We provided pro bono recruitment services to secure senior leaders, including Yalari's CFO and Head of Alumni & Pathways. We also provided psychometric assessments, leadership coaching and advisory support.

02

Governance and strategic leadership

Our team contributed through pro bono services, Regional Council involvement and strategic support. Executive Director Bruce Davidson continued his long-standing role as Chair of the Yalari Board, providing strategic guidance throughout FY2025.

03

Engagement and volunteering

Our people supported a range of community initiatives throughout the year, including school workshops, mentoring and hands-on volunteering.

Our Executive Leadership Team participated in a multi-day cultural immersion experience on Country in Central Australia, facilitated by Yalari.

04

Long-term partnership

FY2025 marked 18 years of our friendship with Yalari.

During the year, Yalari recognised Davidson with its Jimbelungare 20th Anniversary Award. 'Jimbelungare' means friendship in the Yugambeh language, reflecting the long-standing relationship between our organisations.

SOCIAL

Housing, enterprise and practical support

A new model to address homelessness

In FY2025, we led the development of a new approach to address homelessness in Brisbane, focused on supporting people sleeping rough through long-term housing solutions.

\$160m

fundraising target

500

housing units sought

<100 by 2032

target to reduce the number of people sleeping rough from 337

In FY2025, we focused on developing the strategy, engaging stakeholders and preparing for delivery.

Backing first nations enterprise

In FY2025, we provided pro bono strategic and practical support to two First Nations enterprises, Crystal Ailan and Yurringa Energy.

100+

hours of pro bono support

2

First Nations enterprises supported



SOCIAL

Our people showed up

In FY2025, our people supported community causes through fundraising, volunteering, sponsorships and pro bono work. Together, these initiatives raised \$18,909, alongside the time and expertise contributed by our teams.

01

Cancer Council

\$13,011 raised

Two Davidson team members drove a \$1,500 Toyota Camry from Canberra to Townsville in the Autumn FY2025 Shitbox Rally. They raised \$13,011 for Cancer Council, including a \$1,000 sponsorship from Davidson.

03

Running for Premature Babies

\$1,842 raised + pro bono recruitment

Stephen Veness completed a 300 km running challenge to raise funds for neonatal care.

We also recruited the charity's National Fundraising & Marketing Manager on a pro bono basis.

04

Bridge to Brisbane

\$1,420 raised

Twenty Davidson team members took part in the annual Bridge to Brisbane, raising \$1,420 to support endometriosis research at The University of Queensland's Institute for Molecular Bioscience



02

STEPtember

\$2,636 raised, 4.2 million+ steps logged

Eighteen Davidson team members took part in STEPtember to support disability research, logging more than 4.2 million steps. Lily Worrall from our Melbourne office, who lives with Cerebral Palsy, contributed more than 7,000 steps a day.



SOCIAL

A workplace where people can thrive

As at 30 June 2025, our workforce comprised 161 employees across five states. Women represented 56% of our workforce and 50% of leadership roles.

Our FY2025 workforce and wellbeing data included:

Employment types

- 117** permanent full-time
- 16** permanent part-time
- 23** casual
- 4** fixed-term

Age distribution

- 20%** aged under 30
- 29%** aged 31–40
- 30%** aged 41–50
- 21%** aged 50+

Psychosocial safety

In FY2025, our Employee Assistance Program (EAP) supported:

36 sessions
including 6 coaching sessions and 30 counselling sessions

Geographic spread

- 96** VIC
- 50** QLD
- 13** NSW
- 1** ACT
- 1** SA



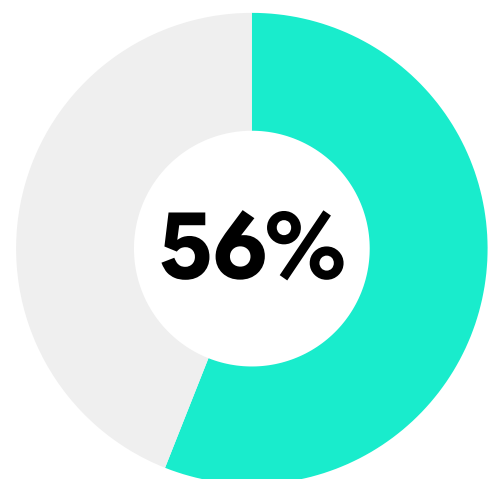
SOCIAL

Representation matters

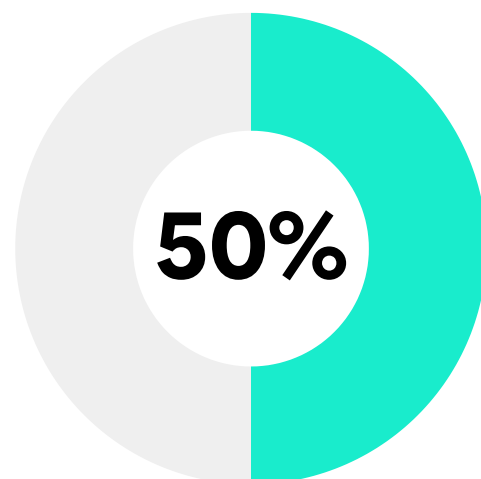
Our FY2025 workforce data provides a snapshot of gender and cultural diversity across Davidson.

Women held 50% of leadership roles in FY2025.

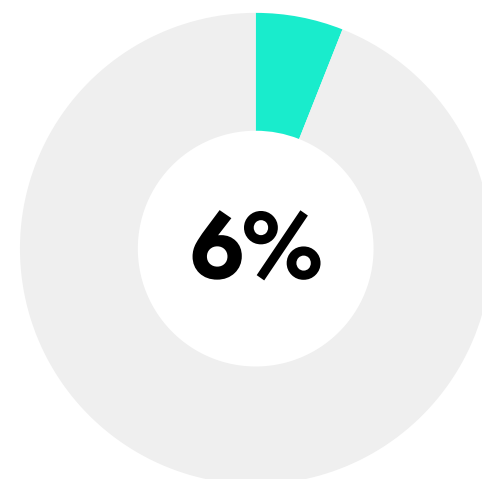
No respondents identified as Aboriginal or Torres Strait Islander in the FY2025 survey. We continue to develop our First Nations Friendship Plan and strengthen our engagement with First Nations organisations and communities.



Women in workforce



Women in leadership



Culturally and linguistically
diverse

All figures are based on internal workforce data as at 30 June 2025.

davidsonwp.com



GOVERNANCE

Controls that support better decisions

In FY2025, we strengthened our approach to risk, cybersecurity, compliance and accountability. This included updating our Enterprise Risk Framework, strengthening information security controls and maintaining key certifications.



Governance in action

Enterprise risk framework

We reviewed and updated our Enterprise Risk Framework, including how we consider ESG risks.

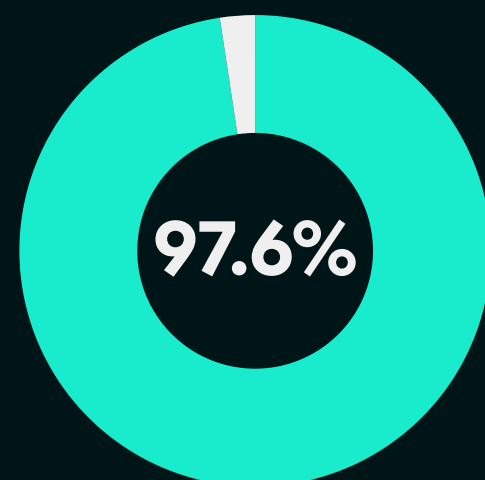
Cybersecurity and data integrity

We maintained ISO 27001:2022 certification and strengthened our Information Security Management System (ISMS), including controls to safeguard client and candidate data.

Policy compliance

In FY2025, we introduced our Environmental Policy and updated existing policies, including Modern Slavery and Whistleblower policies.

Compliance training



of employees
completed annual
compliance and ethics
training in FY2025.

Governance structure

Enterprise risk committee

Oversees operational and strategic risk.

ISMS Committee

Oversees cybersecurity and data integrity.

Legal Counsel

Supports compliance with legal and regulatory requirements.

Certifications

We completed ISO audits and maintained ISO 27001 and ISO 9001 certification.

ESG activity across Davidson

In FY2025, our people recorded time across governance, social and environmental activities:

410 hours environmental **2,105 hours** social **2,176 hours** governance

We transitioned our IT managed service provider, with 943 hours recorded in governance oversight.



The new framework gives our leaders and teams a clearer way to understand risk, make informed decisions and stay accountable.

Kate Conrad

Risk & Compliance Partner

GOVERNANCE

From policy to practice

In FY2025, we strengthened our approach to risk, cybersecurity, compliance and accountability. This included updating our Enterprise Risk Framework, strengthening information security controls and maintaining key certifications.

Policy framework

Our policies set clear expectations for how we operate. We review them regularly against legal obligations, stakeholder expectations and relevant good practice.

Key policies:

- Code of Conduct
- Respect at Work & Sexual Harassment Policies
- Whistleblower Policy
- Conflict of Interest Policy
- Modern Slavery Policy
- Privacy & Data Security Policies
- Environmental Policy

Enterprise risk management review

In FY2025, we reviewed and updated our enterprise-wide risk management practices. Our approach was aligned with ISO 31000:2018 Risk Management Guidelines and designed to better reflect our strategy, operations and risk profile.

Outcomes:

- Board-endorsed Risk Management Framework and Policy, supported by updated oversight structures.
- Defined risk appetite, criteria and treatment guidelines to support consistent decision-making.
- Completed an enterprise-wide risk assessment and Risk Register with input from each division.
- Clarified risk responsibilities across leadership and teams.

ESG

Progress, with more to do

FY2025 gave us a clearer view of where we are making progress and where more work is needed. We strengthened our approach across environmental, social and governance priorities, while building better data and systems to support future decisions.

Our focus from here is to:

- Strengthen our First Nations partnerships.
- Improve emissions measurement and reporting.
- Continue strengthening governance and risk oversight.
- Build clearer measures for social and environmental outcomes.

We will keep measuring our progress, strengthening what works and being clear about where we need to improve.

