



# ESG **FY2025** Report

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Building sustainable legacies

Released August 2025

The Pinnacles, Beowa National Park, on Yuin (Thaua) Country

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Building sustainable legacies

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## Executive Summary

FY2025 was a foundational year in Davidson's ESG evolution, marked by measurable progress, collaborative partnerships, and a sharper strategic focus.

Under the Social pillar, we deepened our engagement with First Nations friends, expanded community initiatives, and delivered over **\$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 efforts emphasised data-led, practical initiatives. 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.

On the Governance front, Davidson overhauled its enterprise risk framework, uplifted cybersecurity capabilities under ISO 27001 certification, and achieved a 97.6% compliance training rate, reinforcing our commitment to ethical leadership and operational excellence.

Looking ahead, Davidson is preparing for readiness to align with the Australian Sustainability Reporting Standards (ASRS) from the beginning of July 2027, with our focus remaining on maturing ESG practices that reflect our values and stakeholder priorities.



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Our ESG actions this year have strengthened Davidson's ability to make lasting, values-driven impacts. Importantly, recent stakeholder feedback has validated that our ESG priorities remain highly relevant, reinforcing our confidence 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, CEO**  
reflecting on FY2025's progress



## FY2025 ESG Highlights

Davidson's FY2025 ESG Highlights reflect our commitment to laying strong foundations for sustainability.

- > **Homelessness Initiative:** Strategic plan launched to enable **500** supportive housing units by 2032, targeting a reduction in rough sleeping from 337 to **fewer than 100** individuals.
- > **Yalari Friendship:** **\$614K+** in financial, pro bono, and in-kind support delivered; Davidson was honoured to receive Yalari's Jimbelungare 20th Anniversary Award, recognising our enduring friendship since 2007.
- > **First Nations Enterprise Support:** Provided **100+** hours of pro bono strategic advisory support to Crystal Ailan and Yurringa Energy.

- > **Environmental Sustainability:** Davidson donated **10** laptops specifically to Deadly Coders to support Indigenous STEM education. Separately, **34** additional devices were recycled via PhoneCycle, resulting in:

**3,026**  
MJ fossil fuels saved

**227 kg**  
CO2 Greenhouse Gas prevented

**586 kg**  
mineral resources saved

**\$1,328** in funds generated from recycling were donated to Deadly Coders.



## FY2025 Key Statistics



A strategic plan initiated in FY25 aims to create **500** supportive housing units by 2032 to reduce rough sleeping from 337 to **under 100**.



34 devices diverted from landfill  
**3,026** MJ fossil fuels saved  
**227 kg** CO2 Greenhouse Gas prevented  
**586 kg** mineral resources saved



Workforce composition  
**56%** women **44%** men  
**6%** culturally diverse employees  
**50%** women in leadership roles



NPS  
**74** Client NPS  
**51** Candidate NPS  
**67** Contractor NPS



**\$614K+**  
 combined value of financial contributions, pro bono, and strategic advisory support provided to Yalari



**\$18,909**  
 fundraised through four initiatives



**68%**  
 employee wellbeing index



**72%**  
 inclusion index



**97.6%**  
 completion rate for compliance training

## ESG Roadmap



### FY24–25 Laying the Foundations

Our ESG journey is grounded in action. Over the past year, we’ve moved from intent to implementation, embedding purpose into how we operate, engage, and grow.

#### What we’ve achieved:

- > Introduced our Environmental Policy, with endorsement at the board level.
- > Published our inaugural ESG Report, a visible step in our transparency journey.
- > Mapped ESG activities across the business, from pro bono to First Nations engagement.
- > Embedded ESG themes into client tenders, internal operations and communications.

#### Where we’re evolving:

- > Improving environmental data collection and building a credible emissions baseline.
- > We are yet to establish formal ESG targets and performance metrics.
- > Formalising our approach to sustainable procurement and supply chain engagement.
- > ESG reporting practices remain largely manual, with plans to systemise in the future.



### FY26 Maturity and Alignment

We’re building momentum. The next phase is about scaling what works and aligning our systems and reporting to recognised frameworks, including ASRS.

#### Key priorities:

- > Commence emissions baselining to inform future carbon targets.
- > Strengthen internal ESG reporting systems for reliability and frequency.
- > Deepen our engagement with suppliers on environmental and social expectations.
- > Commence ASRS alignment (full alignment targeted by FY2028).



### FY27 Assurance and Readiness

As the regulatory landscape evolves, we’re preparing Davidson to meet formal ESG disclosure requirements with confidence and credibility.

#### What we’ll focus on:

- > Conduct a materiality assessment aligned to ASRS guidance.
- > Finalise emissions tracking systems across operations.
- > Build assurance-ready processes for ESG data and disclosures.
- > Restructure our ESG reporting format to meet ASRS expectations.
- > Integrate ESG strategy into our annual business planning cycle.

This roadmap reflects our belief that long-term impact requires consistency, courage, and compassion. Guided by our values of Beyond Now and Heart and Humanity, we’re committed to progress that is both meaningful and measurable.





# Environment

## INITIATIVES & DATA

In FY2025, Davidson took foundational steps to mature our environmental approach, beginning with better measurement and targeted initiatives across our offices.

We focused on:

### > E-Waste Recycling



Device recycling:

34

Devices diverted from landfill

3,026

MJ fossil fuels saved

234 g

C<sup>3</sup>H<sup>4</sup> summer smog reduced

227 kg

CO<sup>2</sup> greenhouse gas prevented

586 kg

Mineral resources saved

459 g

Particulates

Deadly Coders Friendship:

10

laptops wiped & given to Deadly Coders (charity)

\$1,328

in value of recycled devices. These funds were donated to Deadly Coders.

### > Greener Offices



Our Brisbane, Melbourne, and Sydney offices have each taken part in building-management initiatives to cut waste and improve energy efficiency. Depending on the location, these have included LED lighting upgrades, power timers, and composting.

### > Print Management



In FY25, Davidson introduced FollowMe Print, giving us visibility over printing activity for the first time. The system enables us to track usage, reduce unnecessary printing, and cancel uncollected jobs. These measurable outcomes were recorded in FY25:

74.124%

of a tree not printed

4,911

equivalent bulb hours avoided

78.4 kg

CO<sup>2</sup> avoided

### > Digital Impact in Action:



Our digital signing platform also provides **system-estimated environmental equivalents** compared to traditional paper-based processes:

1,090 kg

CO<sup>2</sup> emissions

10,569 litres

of water

430 kg

of wood

>70 kg

of waste



## Environment continued

### ENERGY / ELECTRICITY

#### > Electricity Benchmarking



**72,914 kWh**

total electricity consumption  
across our three offices

As we move toward alignment with the Australian Sustainability Reporting Standards (ASRS), our focus remains on understanding and managing our environmental footprint, laying the groundwork for more reduction targets in future years.

#### > Environmental Policy



In FY2025, Davidson's Board formally endorsed our Environmental Policy, a key step in evolving our ESG maturity. This 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 Environmental Policy informs Davidson's evolving approach to tenancy planning, procurement, digital solutions, and supplier engagement.



## Social

### SOCIAL IMPACT

Davidson's partnership with Yalari is one of the most enduring and impactful expressions of our values in action. Since 2007, we have walked alongside Yalari in support of Indigenous education, leadership, and cultural empowerment, building a truly national, values-aligned partnership.

#### > Yalari Friendship



In FY2025, our support totalled more than \$614K in combined financial, pro bono, and in-kind contributions, spanning five key areas:

#### Pro Bono and Advisory Support

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

#### Governance and Strategic Leadership

Davidson team members continue to contribute through pro bono services actively, Regional Council involvement, and strategic support. Our Executive Director, Bruce Davidson, maintained his long-standing role as Chair of the Yalari Board, providing strategic guidance and championing the enduring friendship between our organisations.

#### Engagement and Volunteering

Our people continued to lead with heart, actively engaging in a range of community initiatives throughout the year. From school workshops to mentoring and hands-on volunteering, our team showed up with purpose and care.

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

#### Yalari House Working Bee

As part of our First Nations Friendship Plan, Davidson volunteers transformed the outdoor space at Yalari House, creating a more welcoming environment for Indigenous scholarship students.



Yalari has reminded me that the best way to feel genuine satisfaction is meaningful work that lifts others.

– Russell Haynes

#### Long-Term Partnership

FY2025 marked 18 years of walking alongside Yalari, connected by shared values, mutual respect, and a deep sense of purpose. In honour of this journey, Davidson was proud to receive Yalari's Jimbelungare 20th Anniversary Award. 'Jimbelungare' means friendship in the Yugambeh language, symbolising the respect and trust at the heart of our 18-year partnership.

#### > FY25 Impact in Numbers

**\$614K+**

total support

**8**

Davidson volunteers at Yalari House

**18-year**

friendship

**100+ hours**

of First Nations enterprise support

## Social continued

### COMMUNITY & PARTNERSHIPS

#### > Homelessness Strategy

In FY2025, Davidson led the development of a strategic new model to address homelessness in Brisbane, with a focus on supporting rough sleepers through long-term housing solutions.



Target to reduce homelessness from 337 rough sleepers to **<100** by 2032

FY2025 focused on building the strategy, engaging stakeholders, and laying the groundwork for delivery. In FY2026, our efforts will shift toward securing funding and initiating implementation.



#### > First Nations Enterprises



As part of our commitment to Indigenous economic empowerment, Davidson provided pro bono strategic advisory and practical support to Crystal Ailan and Yurringa Energy.



For Crystal Ailan, we developed a comprehensive business plan to launch a freight and logistics operation servicing the Torres Strait Islands. We also offered critical, no-cost advisory services to Yurringa Energy, Australia's first Indigenous-owned retail energy provider.

In total, Davidson contributed **100+** hours of pro bono expertise across both initiatives, including business planning, tender support, and growth strategy.



## Social continued

### COMMUNITY ENGAGEMENT

In FY2025, Davidson proudly supported a wide range of community causes through fundraising, volunteering, sponsorships, and pro bono contributions. Our efforts reflect our commitment to positive social impact and values-led leadership.

#### > Fundraising and Volunteering Highlights

Across the business, Davidson team members rallied behind important causes, raising **\$18,909** and contributing time, energy, and expertise.

##### Shitbox Rally \$13,011 raised by Cherry Harris and Sonya Oberstar

Cherry Harris and Sonya Oberstar drove a \$1,500 Toyota Camry from Canberra to Townsville in the Autumn FY2025 Shitbox Rally, raising **\$13,011** for the Cancer Council as part of a nationwide campaign targeting over \$2 million. Of this total, Davidson proudly contributed a \$1,000 sponsorship.



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

Eighteen Davidson “steppers” walked for disability research, including standout contributor Lily Worrall from our Melbourne office, who lives with Cerebral Palsy and logged over 7,000 steps daily.



##### Running for Premature Babies \$1,842 raised + pro bono recruitment

Stephen Veness completed a 300km running challenge to raise funds for life-saving neonatal care. Davidson also recruited the charity’s National Fundraising & Marketing Manager on a pro bono basis, strengthening their long-term impact.

##### Bridge to Brisbane \$1,420 raised

Twenty Davidson employees participated in the annual Bridge to Brisbane run, supporting endometriosis research at The University of Queensland’s Institute for Molecular Bioscience.



#### > Financial Donations and Sponsorships

Davidson donated **\$7,893** across a variety of causes, reflecting the diverse passions of our people and partners. Plus, Davidson’s \$1,000 Cancer Council donation formed part of the total **\$13,011** raised by our team members in the Shitbox Rally event.

Together, these initiatives show how we live our values, supporting the communities around us with action, generosity, and heart.

# Social continued

## EMPLOYEE ENGAGEMENT & WELLBEING

Davidson remains committed to fostering a safe, inclusive, and engaged workplace. As of 30 June FY2025, our workforce comprised 161 employees, with a strong gender balance (56% female, 44% male) and balanced age demographics.

We continue to evolve our approach to wellbeing, inclusion, and workforce development, with key highlights including:

### > Workforce Composition



Employment Types:	Age Distribution:	Geographic Spread:	
<b>117</b> permanent full-time	<b>20%</b> aged under 30	<b>96</b> VIC	<b>1</b> ACT
<b>16</b> permanent part-time	<b>29%</b> aged 31–40	<b>50</b> QLD	<b>1</b> SA
<b>23</b> casual	<b>30%</b> aged 41–50	<b>13</b> NSW	
<b>4</b> fixed-term employees	<b>21%</b> aged 50+		

### > Psychosocial Safety



Davidson’s Employee Assistance Program (EAP) was accessed for a total of:

<b>36</b> sessions in FY2025, including <b>6</b> coaching sessions and <b>30</b> counselling sessions, providing confidential support for staff wellbeing.	<b>21%</b> of staff actively contributed to our Friendship Plans, supporting First Nations engagement and partnership efforts.
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This data provides a foundation for further progress as we continue building a workplace where everyone can thrive.





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Davidson remains committed to accessibility, diversity, and inclusion, continuously reviewing opportunities to enhance workplace inclusivity.

## Social continued

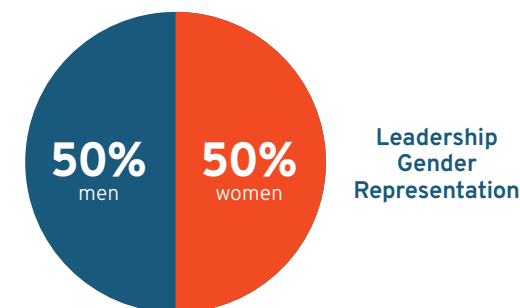
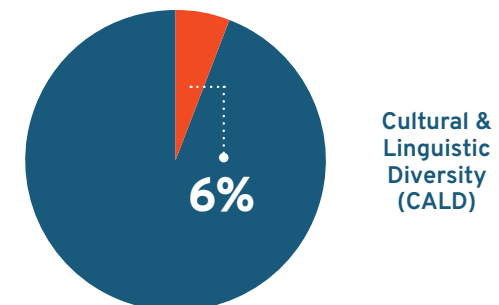
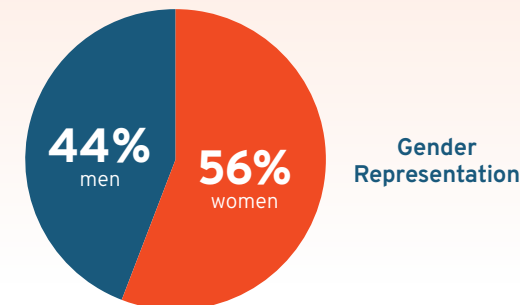
### DIVERSITY, EQUITY & INCLUSION

Our workforce reflects a mix of experiences, backgrounds, and perspectives, as shown in the Gender Representation and Cultural Diversity charts.

Half of our leadership roles are held by women, highlighting our ongoing focus on balanced representation.

While no respondents identified as Aboriginal or Torres Strait Islander in this year's survey, this reinforces the importance of deepening our First Nations Friendship Plan.

Our Friendship Plan will continue to evolve to include pathways into Davidson, building on our long-term partnerships with First Nations organisations and communities.



\*All figures are based on internal workforce data as of June 2025.



## Governance

Strong governance is the backbone of Davidson's ESG approach, driving ethical leadership, informed risk management, and accountability at every level. In FY2025, we strengthened these foundations and are preparing for alignment with ASRS from July 2027.



### > Governance in Action



- > **Enterprise Risk Overhaul:** We completed a full review and refresh of our Enterprise Risk Framework to ensure it is future-fit and responsive to ESG risks.
- > **Cybersecurity and Data Integrity:** Davidson maintained ISO 27001:2022 certification and uplifted our Information Security Management System (ISMS), introducing stronger controls to safeguard client and candidate data.
- > **Policy Compliance:** Key policy initiatives in FY25 included the creation of Davidson's Environmental Policy and significant updates to existing policies, including Modern Slavery and Whistleblower policies.

### > ESG Readiness



- > **ASRS Preparedness:** While not yet a mandatory reporter under ASRS, Davidson proactively integrated ESG risk into enterprise reporting and strengthened internal controls in anticipation of future requirements.
- > **Training & Awareness:** **97.6%** of employees completed annual compliance and ethics training, reinforcing a culture of responsibility and integrity.

**97.6%**

### > Governance Structure



- > **Enterprise Risk Committee:** Oversees operational and strategic risk.
- > **ISMS Committee:** Manages cybersecurity and data integrity.
- > **Legal Counsel:** Ensures compliance with legal and regulatory frameworks.
- > **Certifications Maintained:** Davidson successfully passed all internal and external ISO audits, maintaining certifications including ISO 27001 and ISO 9001.

### > ESG as Business-as-Usual



Insights from recent stakeholder engagement and internal risk reviews confirmed that governance, data security, and transparency remain top stakeholder priorities. Davidson dedicated significant resources to ESG governance (**2,176** hours), social initiatives (**2,105** hours), and environmental activities (**410** hours).

A significant governance initiative included the transition of Davidson's IT Managed Service Provider, involving **943** hours of focused governance oversight.

**Hours invested in FY2025:**

**2,176**  
governance

**2,105**  
social

**410**  
environmental

## Governance continued

### > Policy Framework



Davidson's policies form a strong ethical and operational foundation. All policies are reviewed regularly to ensure alignment with legal obligations, stakeholder expectations, and global best 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

Strong governance and effective risk management rely not just on policies, but on the people who put them into action. The following case example highlights how our team improved systems and strengthened accountability across the organisation.

### Enterprise Risk Management Overhaul

In FY25, Davidson completed a comprehensive uplift of our enterprise-wide risk management practices. The program aligned our approach with ISO 31000:2018 Risk Management Guidelines, ensuring our systems reflect Davidson's strategy, operations, and risk profile while strengthening accountability at all levels of the organisation.

### Outcomes

- > Board-endorsed Risk Management Framework and Policy, supported by refreshed oversight structures.
- > Defined risk appetite, criteria, and treatment guidelines to ensure consistent decision-making.
- > Completed an enterprise-wide risk assessment and new Risk Register with divisional input.
- > Strengthened accountability and awareness of risk across leadership and teams.

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This uplift has transformed risk from a static compliance exercise into a dynamic governance tool, empowering leaders and teams to make better decisions every day.

**Kate Conrad, Risk & Compliance Partner**





## Conclusion

FY2025 laid critical groundwork for Davidson's ESG aspirations. As we work toward ASRS alignment from July 2027, we remain focused on:

- > Deepening First Nations partnerships.
- > Establishing emissions measurement and reporting.
- > Strengthening ethical governance and risk oversight.
- > Working toward more quantifiable social and environmental outcomes.

Davidson is committed to lasting impact and growth that creates positive social and environmental outcomes.



The logo for Davidson, featuring the word "Davidson" in a white, sans-serif font. A small orange square is positioned above the letter 'i'.

[www.davidsonwp.com](http://www.davidsonwp.com)