



Equality Diversity and Inclusion Statement

The Deveny Group is committed to equal opportunity and a workplace where people are treated fairly, feel respected and can contribute fully. Different backgrounds, experiences and perspectives strengthen our thinking and help us create work that connects with the communities we serve. This commitment applies across our brands and to our employees, applicants, freelancers, contractors and project teams.

Fair access to opportunity

We are committed to fair recruitment, remuneration, development and progression, based on relevant skills, experience, potential and the requirements of each role. We support equal pay for work of equal or comparable value and seek to remove unnecessary barriers to participation. We do not accept unlawful discrimination on the basis of personal characteristics or circumstances protected by law.

Diversity and inclusion

We welcome people of all backgrounds, including Aboriginal and Torres Strait Islander peoples, people with disability, neurodivergent people, people from diverse cultural and language backgrounds, LGBTQIA+ people, and people of all ages and genders. We value different career pathways and recognise that family, caring responsibilities and life circumstances can shape how people participate in work.

Flexible first working

Our working model is flexible first. We start with flexibility when considering how, when and where work gets done. We work with people to agree arrangements that support their circumstances while meeting client commitments, enabling collaboration and addressing the practical requirements of each role.

Accessible participation

We will work with applicants and team members to provide reasonable adjustments throughout recruitment and employment. These may include accessible information, alternative interview arrangements, changes to equipment or ways of working. Our approach respects applicable workplace rights.

Respectful and safe working relationships

We are committed to preventing discrimination, bullying, sexual harassment and other harassment, and to acting promptly when concerns arise. These expectations apply in our workplaces, online, at client sites and at work-related events. We will handle concerns fairly and sensitively, protect privacy as far as practicable, and not tolerate victimisation of anyone who raises a concern or participates in its resolution.

We would like to acknowledge the traditional owners of the land on which we live and work and pay our respects to elders past and present.

The Deveny Group

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Responsibility in our work

We expect everyone representing The Deveny Group to uphold these principles. We will communicate these expectations to suppliers and collaborators and consider accessibility, respectful representation and inclusion when planning and delivering work for clients. Our leadership is responsible for putting this commitment into practice and reviewing our approach as the business develops.

To discuss an adjustment or raise a concern, contact your recruitment contact, project lead or The Deveny Group leadership.

Reviewed & Updated August 2026

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