

Inclusion and Diversity Policy

Iwatani Australia and its subsidiaries, known as Doral, is committed to an inclusive workplace that embraces and promotes diversity and fairness.

Workplace diversity may result from a range of factors including ethnic origin, age, race, gender, cultural heritage, religion, education, physical ability, appearance, language and family responsibilities.

Doral values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought and experience throughout the organisation will lead to more informed decision making and ultimately better business outcomes.

The Company's policy is to recruit and manage its employees on the basis of their competence, performance and potential, regardless of the individual's background or points of diversity.

Our commitment:

- recruit and manage on the basis of an individual's competence and performance
- respect the unique attributes that each individual brings to the workplace
- foster an inclusive and supportive culture to enable people to develop to their full potential
- take action to prevent and stop bullying, discrimination or harassment
- actively monitor recruitment, promotions and turnover to ensure no job applicant or employee is treated less favourably than others
- regularly report and communicate diversity statistics
- undertake diversity initiatives and measuring their effectiveness; and
- provide effective, fair and constructive procedures for managing grievances in relation to all workplace issues.

Accountability

Managers are responsible for promoting and applying this Policy. Responsibility for the effective application of this policy rests with all Doral employees and contractors.

Kan Ueda
Managing Director