

Diversity, equity and inclusion policy

VISAENVOY PTY LTD is committed to a workplace where everyone is treated with fairness, dignity and respect, and where diversity is valued as a strength. This policy applies to all workers, including employees, contractors, volunteers and interns, and to every stage of employment: recruitment, promotion, training, pay and conditions, and termination.

Equal opportunity

We provide equal opportunity in employment and do not discriminate on the basis of race, colour, national or ethnic origin, sex, sexual orientation, gender identity, age, physical or mental disability, marital or family status, religion, or any other attribute protected under the Equal Opportunity Act 2010 (Vic), the Fair Work Act 2009 (Cth) and other applicable anti-discrimination law. Employment decisions are based on merit, skills and performance.

A safe and respectful workplace

Bullying, harassment (including sexual harassment) and victimisation will not be tolerated. Workers must treat colleagues, clients and visitors with courtesy and respect. Positive duty obligations under the Sex Discrimination Act 1984 (Cth) are taken seriously, and reasonable and proportionate measures are in place to eliminate discrimination, sexual harassment and victimisation as far as possible.

Flexible work and accessibility

We support flexible working arrangements where reasonably practicable, and will make reasonable adjustments for workers, clients and visitors with disability. Requests for flexibility or adjustment can be raised with a Director.

Diversity in our client work

As an immigration practice, we serve clients from a wide range of cultural, linguistic and national backgrounds, and are committed to providing services that are culturally sensitive and free from discrimination.

Reporting concerns

Any worker who experiences or witnesses discrimination, harassment or bullying should raise it with their manager or any Director. Concerns may also be raised confidentially or anonymously under the VisaEnvoy Whistleblowing Policy, and no one will be victimised for making a report on reasonable grounds. All reports are investigated fairly and promptly, with corrective action taken where appropriate.

Responsibilities and review

The Directors are responsible for this policy and for fostering an inclusive culture. All workers are expected to comply with this policy and to treat colleagues, clients and visitors fairly and respectfully. This policy is reviewed at least annually and is available on the VisaEnvoy website.

Name: Ian Armani

Position: Director - on behalf of
VisaEnvoy Pty Ltd

Signature:



Date: 15 July 2026

Review
date:

Annually