

Diversity, Equity and Inclusion (DEI) Policy

Purpose

Orka Advisory values diversity and is committed to creating an inclusive workplace where everyone feels respected, valued, and able to contribute fully.

Scope

Applies to all employees, contractors, directors, and representatives in recruitment, promotion, training, and daily operations.

Our Commitments

- Promote a culture of inclusion that celebrates diversity of backgrounds, perspectives, and experiences.
- Provide equal employment opportunities regardless of race, gender, age, disability, sexual orientation, religion, or other protected attributes.
- Prevent and address discrimination, harassment, or bullying in any form.
- Support flexible work practices to accommodate diverse needs and commitments.
- Provide training and development to build cultural competency and inclusive leadership.
- Review recruitment, retention, and promotion practices to identify and remove barriers to equity.

Responsibility

All staff are responsible for fostering inclusion. Management will champion DEI initiatives, monitor progress, and ensure accountability.

Authorised by:

A handwritten signature in black ink that reads "Kaushik.S".

Dr Kaushik Sridhar
Founder & CEO
Orka Advisory

2 July 2025