

## INTRODUCTION

This Policy sets out the following:

1. Overview
2. Scope
3. Policy Statement
4. Diversity Aims
5. Achieving Diversity
6. Reporting Responsibility
7. Compliance with this Diversity Policy

### 1. OVERVIEW

The goal of diversity in the work environment is to augment the Company's performance by recognising and utilising the contribution of diverse skills and talent whilst fostering an environment of inclusion where individuals are respected and valued.

### 2. SCOPE

This policy applies to all employees, directors, officers, contractors, and consultants at all levels.

### 3. POLICY STATEMENT

The Company understands the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent. The Company actively seeks to value the unique contribution a variety of people can make because of their individual backgrounds, different skills, experiences, and perspectives. Understanding that a variety of backgrounds increases performance, sustainability, teamwork, and creativity is vital. Diversity encompasses a range of factors including, but not limited to gender, age, marital status, sexual orientation, religious affiliations, domestic responsibilities, ethnicity, political beliefs, physical limitations, cultural background or other personal factors.

### 4. DIVERSITY AIMS

It is the responsibility of the Board to foster a work environment where:

1. Individual differences are respected, valued and welcomed.
2. The ability to contribute and access employment opportunities is based on performance, skill and merit regardless of age, gender, marital status, sexual orientation, religious affiliations, domestic responsibilities, ethnicity, physical limitations, political beliefs, cultural background or other differentiating factors.
3. Equal opportunities in respect to employment and employment conditions are actively promoted.
4. At a minimum, all statutory guidelines in regards to diversity in employment are met.
5. Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

### 5. ACHIEVING DIVERSITY

The Company achieves its diversity aims by:

1. The setting of measurable objectives each year to achieve improvement in the diversity mix of the workforce and assessing achievement of these objectives annually.
2. Adopting and implementing recruitment, development and retention processes that incorporate and reinforce the Company's commitment to diversity.
3. Providing internal and external training opportunities based on merit and in light of Company and individual needs to enable the development of an individual's full potential and to drive inclusive behaviours.
4. Ensuring that the work environment is consistent with this policy and that complaints or reports of possible violations are treated seriously, confidentially, and sympathetically by the Company.
5. Developing a culture that is aligned with and promotes the attainment of the diversity principle and which assists all employees, including Board members to balance their work, life and family responsibilities.

The measurable objectives that are set by the Board will be disclosed in the Corporate Governance Statement.

## **6. REPORTING RESPONSIBILITY**

It is the responsibility of all directors, officers and employees, to comply with the Company's *Diversity Policy* and report violations or suspected violations in accordance with this *Diversity Policy*.

The Board will monitor Company performance in meeting the standards and policies outlined in this Policy. This will include an annual review of the diversity objectives set by the Board, and its progress in achieving them.

## **7. COMPLIANCE WITH THIS DIVERSITY POLICY**

The Company will not tolerate any discrimination, harassment, vilification or victimization in the work environment. Any breach of compliance with this Diversity Policy is to be reported directly to the Chief Executive Officer, or Report and Investigation Officer, as appropriate.

## **8. DEFINITIONS**

**Australis** or **Company** means Australis Oil & Gas Limited and its subsidiaries and joint ventures in which Australis and/or a subsidiary owns a controlling interest.

**Board** means the board of directors of the **Company**.

**CEO** means the person acting in the capacity of Chief Executive Officer of the **Company** or the consolidated corporate group.

**Report and Investigation Officer** means the designated jurisdictional Company official responsible for investigating and resolving all reported complaints and allegations concerning violations of the Company's Code of Conduct. The Report and Investigation Officer for each jurisdiction in which Australis conducts business is the Company Secretary.

Reviewed by the Board: 29 April 2019