

# Diversity Policy Statement

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While PowerPlus Energy (“Company”) is a small company, its workforce, contractors and sub-contractors are made up of many individuals with diverse skills, values, backgrounds and experiences. PowerPlus Energy values this diversity and recognises the organisational strength and expertise it generates.

## VISION

PowerPlus Energy is committed to an inclusive workplace that embraces and promotes diversity.

Diversity at PowerPlus Energy refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

PowerPlus Energy values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought 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 based on their competence, performance and potential, regardless of the individual’s background or points of difference.

Diversity at PowerPlus Energy is about commitment to equality and treating all individuals with respect. The Company is committed to promoting a culture of diversity in the workplace by:

- recruiting and managing based on an individual’s competence and performance;
- respecting the unique attributes each individual brings to the workplace;
- fostering an inclusive and supportive culture to enable people to develop to their full potential;
- taking action to prevent and stop bullying, discrimination or harassment;
- rewarding and remunerating fairly;
- offering flexible work practices which recognise employees may have different domestic responsibilities throughout their career;
- maintaining policies and procedures to provide employees at all levels guidelines for behaviour.

Diversity is foundational to the Company’s culture and retaining the best qualified employees, management and Board. Our commitment applies in all phases of employee engagement including recruitment, selection, development, promotion, rewards and remuneration.

## ROLE OF THE BOARD

The Company’s Board will oversee strategies to address diversity to maintain an appropriate mix of skills, experience, expertise and diversity. The Board will:

- oversee the Diversity Policy Statement including periodic reviews to determine if it is operating effectively and whether any changes are required;
- establish measurable objectives for achieving gender diversity in the workplace relevant to the Company.

## **ACHIEVING GENDER DIVERSITY**

The measurable objectives for achieving gender diversity will be appropriate for the size and nature of the Company and may include initiatives and programs and/or targets in respect of:

- the number of women on the Board;
- the number of women employed by the Company;
- the nature of the roles in which women are employed, including on full time, part time or contract basis, and in leadership, management, professional, speciality or supporting roles.

These objectives, and the Company's progress in achieving them, will be assessed annually by the Board.

## **ACCOUNTABILITY**

The Chief Executive Officer (or equivalent senior executive) is accountable to the Board to ensure this policy is implemented and will make recommendations to the Board on diversity related initiatives, and monitor and evaluate their implementation, to ensure that diversity is achieved in the workplace.

## **COMPLIANCE WITH THIS DIVERSITY POLICY**

Any breach of compliance with this Diversity Policy is to be reported directly to the Chief Executive Officer (or equivalent senior executive), or the Chairman of the Board, as appropriate. Breaches of this Diversity Policy may result in disciplinary action being taken, including termination.