

# **SENEX ENERGY LIMITED**

**ABN 50 008 942 827**

## **DIVERSITY POLICY**

**Adopted by the Directors on 11 June 2014 and amended  
with effect from 1 July 2017**

### **DOCUMENT HISTORY**

<b>Approval date</b>	<b>Reason for change</b>	<b>Approved by</b>
27 June 2012	General update	Board
11 June 2014	3 <sup>rd</sup> edition ASX Corporate Governance Principles and Recommendations	Board
17 July 2017	Minor updates that took effect from 1 July 2017	Board

## **1.0 Purpose**

Senex acknowledges that diversity improves the quality of decision making, productivity and teamwork within a business and has been shown to result in better business outcomes. Accordingly, Senex is committed to fair and equitable recruitment regardless of age, gender, race, religion, culture, marital or family status, gender identity, sexual orientation, disability or national origin. This policy outlines Senex's commitment to creating a workplace culture that attracts, retains and motivates well-qualified employees from the widest possible pool of available talent.

## **2.0 Scope**

This policy applies to all Senex Directors, officers, employees, consultants and contractors, wherever Senex conducts its business.

## **3.0 Policy statement**

Senex will value and manage diversity by:

- recruiting on the basis of skills, experience, qualifications, abilities and achievements;
- recognising that all employees at all levels may have domestic responsibilities and therefore will consider adopting flexible work practices that will assist such employees to meet those responsibilities;
- encouraging participation of its people in professional development to benefit Senex and the individual including by identifying and implementing programs that assist in the development of a more diverse pool of skilled and experienced employees;
- ensuring recruitment processes are transparent at every level, including Board appointments;
- recruiting employees, Directors, contractors and consultants from a diverse pool of qualified candidates;
- considering diversity when determining the composition of teams, senior management and the Board;
- including key performance indicators relating to the diversity objectives of Senex as part of the performance review for all senior managers;
- promoting Senex as an employer of choice that attracts and retains a skilled and diverse workforce;
- building a corporate culture that is tolerant, accepting and inclusive;
- taking action against inappropriate workplace and business behaviour that does not value diversity, including harassment, bullying, victimisation and vilification;
- establishing measurable objectives for achieving diversity, including gender diversity where such measurable objectives include appropriate and meaningful benchmarks to be achieved within a specific timeframe; and
- annually assessing established objectives and progress towards achieving them.

## **4.0 Implementation**

The Board is responsible for implementing this Policy, in consultation with the People & Remuneration Committee. Managers are also expected to ensure that this policy is integrated into all activities.

The People & Remuneration Committee will regularly review the effectiveness of this Policy and advise the Board of its findings and recommendations.

#### **5.0 Authority**

This policy was adopted and approved by the Directors on 11 June 2014 and amended by the Directors on 17 July 2017 with effect from 1 July 2017.



Francis Leo Connolly  
Secretary & Legal Counsel  
**Senex Energy Limited**