

Addendum to Senex Diversity Policy

FY21 Gender Diversity Objectives

The measurable gender diversity objectives set by the Board for the year ending 30 June 2021 are:

OBJECTIVE	ACCOUNTABILITY
At least one female shortlisted for 80% of permanent roles	Hiring Manager and HR team
Ensure pay equity by annually auditing 'like for like' roles and that there are strategies in place for managing pay relativities	CEO and Senior Executive Advisor People & Transformation
Provide support and flexibility so that at least 80% of females taking parental leave return to work.	Executive Committee
Target that the board (with 7 directors) should be comprised of at least 2 females, with a continuing target being not less than 30% females	Board and CEO
The Executive Committee is currently comprised of 6 people including 1 female, if we recruit in future we aim to have at least one female on the shortlist	Board and CEO
Target that the general workforce is comprised of not less than 30% females	Executive Committee

This Addendum to Senex Diversity Policy was adopted by the Directors on 24 September 2020 with effect from 1 July 2020 to replace the measurable gender diversity objectives previously adopted.



David Pegg
Company Secretary
Senex Energy Limited