



# **METGASCO LIMITED**

## **DIVERSITY POLICY**



## **1. Introduction**

The Board of Metgasco Limited is committed to building a workplace in which all individuals are supported and respected.

Metgasco embraces and promotes diversity in the workplace. Metgasco aims to establish a corporate culture which is conducive to the appointment of well qualified persons and which embraces employee diversity which includes: age, gender, ethnicity, physical appearance, values, lifestyle, religion, education and family responsibilities. The Board of Metgasco recognises the benefits that diversity brings to maximise achievement of corporate goals.

## **2. Reasons for Encouraging Diversity in the Workplace**

Metgasco recognizes that diversity and inclusion in the workplace is important because:

- Embracing and respecting everyone equally is the right thing to do;
- It will ensure a diverse range of opinions, expertise and life experiences to inform the Company's business decisions; and
- It will help to establish Metgasco as an employer of choice.

## **3. Objectives**

The Board of Metgasco will establish diversity-related measurable objectives for the Company. Assessment of these objectives and review of progress will be carried out on an annual basis by the Nomination and Remuneration Committee, who will report its assessment to the Board of Directors and make recommendations as appropriate. Progress against targets will be included in the Company's Annual Reports.

Metgasco has identified a number of objectives that it intends to pursue. These include:

1. Continue to recognize our cultural diversity and grow our workforce to reflect the diversity of the Australian population;
2. Continue to grow the number of women performing senior roles;
3. Evaluate the introduction of programs that prepare women to take on senior roles within the business both in operational and specialist areas; and
4. Continue to assist indigenous Australians to access employment opportunities through our business.

## **4. Measures and Accountabilities**

The Managing Director will monitor the application of the Diversity Policy and report to the Nomination and Remuneration Committee on the effectiveness of diversity related initiatives, including progress against measurable objectives. The Nomination and Remuneration Committee will make recommendations on diversity related initiatives, monitor and evaluate their implementation and ensure that diversity related programs of work are progressing correctly and successfully.