

Metgasco Ltd

ACN 088 196 383

Diversity Policy

1. OVERVIEW

Metgasco Ltd (the **Company**) is committed to workplace diversity. Diversity to about the commitment to treating individuals equally and with respect. The Company recognises the benefits arising from diversity, including providing a broad pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity, religion, disability, sexual orientation and cultural background.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce and deliver to all stakeholders.

The Board has approved this Policy to promote a culture that embraces diversity. The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification and victimisation, and that such behaviour will not be tolerated.

This Policy applies to anyone who is employed by or works at the Company, including employees, contractors, consultants, temporary employees and secondees.

2. OBJECTIVES

The Policy provides a framework for the Company to achieve:

- (a) a diverse and skilled workforce that supports continuous improvement and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours;
- (c) equal employment and career development opportunities for all staff, regardless of gender, age, ethnicity or cultural background; and
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives,

(collectively, the Objectives).

Recruitment and selection is a key strategy for promoting diversity and equal employment and career development opportunities will be provided for all staff. These same principles will be applied when considering new Directors for appointment to the Board to ensure a balance of skills and background in candidate selection.

3. RESPONSIBILITIES

The Board, through the Nomination and Remuneration Committee or such other committee determined by the Board, is responsible for setting appropriate measurable objectives and strategies to meet the Objectives of the Policy (Measurable Objectives). From time to time the Board will consider the establishment, amendment or removal of Measurable Objectives and identify and implement appropriate programs.

At every level, employees have accountability for promotion of all aspects of diversity. Managers have a responsibility to make decisions based on merit, to encourage diversity and to model appropriate behaviours to ensure a strong workplace culture.

4. MONITORING AND REPORTING

Performance against the Measurable Objectives (if any) will be reviewed annually by the Nomination and Remuneration Committee and reported to the Board.

In accordance with the ASX Principles and Recommendations, the Board will include in the Annual Report each year:

- a summary of the Company's progress towards achieving the measurable objectives set under this Policy; and
- details of the Measurable Objectives (if any) set under this Policy for the subsequent financial year.

The Nomination and Remuneration Committee will also conduct an annual review of the proportion of women and men who are employed by the Company as a whole, in senior management positions and on the Board and report the results to the Board. This will be disclosed in the Annual Report or, if applicable by referring to the Company's most recent "Gender Equality Indicators" as defined by the *Workplace Gender Equality Act 2012* (Cth).

5. BREACHES

Any breach of this Policy will be dealt with seriously and may result in disciplinary action.

6. INTERACTON WITH OTHER LEGISLATION

This Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

7. QUESTIONS

Any questions about this Policy should be directed to the Company Secretary.

8. REVIEW OF THIS POLICY

The Nomination and Remuneration Committee will review this Policy periodically to ensure that it remains effective and report its findings and any recommendations for change to the Board.

This policy was approved and adopted by the Board on 1 March 2019.