

# Diversity Policy

---

Date: 24 September 2020

---

Document: SENEX-CORP-CW-POL-005

---

Revision: 5

---

## **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**

In line with its company values Senex will 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 in professional development to the benefit of Senex and the individual that assists in developing a more diverse pool of skilled and experienced employees;
- embedding diversity principles into talent management and succession processes to support the development of talent and where possible increasing the representation of women into supervisory and management roles;
- 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;
- 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 reviews the effectiveness of this Policy and advises 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 most recently by the Directors on 24 September 2020.



David Pegg  
Company Secretary  
**Senex Energy Limited**

## DOCUMENT HISTORY

This policy is a Board approved document.

Revision date	Comments
27 June 2012	General update (approved)
11 June 2014	3 <sup>rd</sup> edition ASX Corporate Governance Principles and Recommendations (approved)
17 July 2017	Minor updates that took effect from 1 July 2017 (approved)
18 February 2019	Update to reflect review period (approved)
24 September 2020	4 <sup>th</sup> edition ASX Corporate Governance Principles and Recommendations (approved)



**Registered Office**  
Level 30, 180 Ann Street,  
Brisbane Qld 4000

**Postal Address**  
GPO Box 2233,  
Brisbane Qld 4001

**Phone:** +61 7 3335 9000  
**Facsimile:** +61 7 3335 9999  
**Web:** [senexenergy.com.au](http://senexenergy.com.au)

**Senex Energy Ltd**  
ABN 50 008 942 827

**Securities Exchange**  
ASX: SXY

**Share Registry**  
Computershare Investor Services  
**Phone:** 1300 850 505