

# DIVERSITY POLICY

AS AT SEPTEMBER 2020

## 1. INTRODUCTION

- 1.1 Bannerman Energy Limited (“**Bannerman**” or “**the Company**”) recognises the corporate, social and economic benefits inherent in a diverse workforce.
- 1.2 This recognition drives our commitment to integrating our diversification strategies into our day to day activities.

## 2. PRINCIPLES AND OBJECTIVES

- 2.1 Diversity encompasses but is not limited to gender, age, ethnicity, religion and cultural background. It involves a commitment to equality and to the treating of one another with respect.
- 2.2 Bannerman recognises and values the contribution of people with differences in background, experience and perspectives. The Company is committed to promoting an organisational culture which embraces diversity when determining the composition of employees, senior management and the Board of Directors (**Board**).
- 2.3 The objectives of Bannerman’s diversity practices include:
  - a) Establishment of equitable frameworks and policies, processes and practices which limit potential unconscious bias;
  - b) Creation of a workplace characterised by inclusive practices and behaviours for the benefit of all staff and stakeholders, and which is free from discriminatory behaviours and business practices;
  - c) Employment and career development opportunities based on capability and performance;
  - d) Provision of appropriate flexible work practices and policies to support employees; and
  - e) Attraction and retention of a diverse range of talented people to further Bannerman’s corporate goals.
- 2.4 Diversity will be promoted by creating a culture that empowers people to act in accordance with this Policy, through appropriate recruitment practices and training of Company personnel.

## 3. RESPONSIBILITIES

- 3.1 The Board has established this Diversity Policy. The Board has overall responsibility for ensuring compliance with the Policy and has delegated the implementation of the Policy to the Chief Executive Officer.

The Chief Executive Officer has been delegated responsibility for developing measurable objectives and strategies to meet the objectives of the Policy and the Remuneration, Nominations and Corporate Governance Committee (**Committee**) of the Board has been

delegated the responsibility for monitoring, evaluating and reporting on the progress of these measurable objectives.

### 4. STRATEGIES

4.1 Bannerman's strategies for diversity include:

- a) Recruiting from a diverse pool of candidates, including for senior management and Board positions;
- b) Identifying specific factors to be considered in the recruitment and selection processes to encourage diversity;
- c) Developing programs to broaden the pool of skilled and experienced senior management and Board candidates; and
- d) Developing a culture which takes account of the domestic responsibilities of employees.

### 5. REPORTING

5.1 The Committee has an overarching role to:

- a) Review and monitor the effectiveness of the Diversity Policy;
- b) Review and recommend to the Board the measurable objectives for achieving diversity; and
- c) Annually review those objectives and the progress in achieving them.

5.2 In each Annual Report, the Company will disclose:

- a) the measurable objectives for achieving gender diversity set by the Board in accordance with the Diversity Policy and the progress towards achieving them; and
- b) the proportion of female employees in the whole organisation, in senior executive positions and on the Board.

5.3 The Policy will be reviewed by the Remuneration, Nomination and Corporate Governance Committee on an annual basis.