

## **DIVERSITY POLICY**

### **1. INTRODUCTION**

Intra Energy Corporation Limited (IEC or the Company) is committed to workplace diversity at all levels and recognises the benefits arising from the recruitment, development and retention of a talented, diverse and motivated workforce from the widest pool of talent available. IEC's aim is to be an employer of choice.

Diversity within the Company means all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability, marital or family status, sexual orientation, gender identity and age. It involves a commitment to equality and treating one another with respect.

### **2. APPLICABILITY**

This policy applies to:

1. executive and non-executive directors;
2. full-time, part-time and casual employees; and
3. contractors, consultants and advisers,

of IEC and IEC group companies and any joint ventures under IEC's operational control.

### **3. OBJECTIVES**

IEC encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Specifically, the Company will provide equal opportunities in respect to employment and employment conditions to achieve:

1. a diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
2. a workforce that best represents the talent available in the communities in which IEC's assets are located and its employees reside;
3. a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
4. a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
5. the development of necessary skills and experience for leadership roles;
6. improved employment and career development opportunities for women;

7. awareness in all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and
8. workplaces that are free from all forms of discrimination, vilification and harassment.

#### **4. STRATEGY**

IEC aims to achieve these objectives by:

1. the Board establishing, and reviewing on an annual basis, measurable objectives in support of diversity that will be transparent, achievable over a period of time and fit for purpose;
2. recruiting and managing at all levels on the basis of merit, an individual's skills, experience and performance;
3. promoting a work environment that values and utilises the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity;
4. fostering an inclusive and supportive culture to enable people to develop to their full potential;
5. promoting diversity through actions and interactions; and
6. taking action to prevent and stop discrimination, bullying and harassment.

#### **5. RESPONSIBILITIES**

It is the responsibility of all directors, officers, employees, contractors and consultants to comply with the Company's Diversity Policy and report violations or suspected violations of this Diversity Policy.

The Board and Managing Director/Chief Executive Officer of IEC are accountable for ensuring this policy is implemented. The Board of Directors will review IEC's diversity practices regularly and will monitor progress toward the achievement of measurable objectives.

The Board will consider setting key performance indicators for the Board, Managing Director/CEO and senior executives that are linked to the achievement of the discretionary objectives set by the Board.

**This policy is subject to periodic review by the Company.**