



VINTAGE ENERGY

# Diversity

Vintage Energy Ltd ACN 609 200 580  
(Company)

# Diversity

## 1. Introduction

This policy:

- (a) supports the commitment of Vintage Energy Ltd ACN 609 200 580 (**Company**) to an inclusive workplace that embraces and values diversity;
- (b) provides a framework for new and existing diversity-related initiatives, objectives, strategies and programs within the business of the Company;
- (c) supports the commitment of the Company to informing shareholders regarding its progress towards implementation and achievement of its diversity objectives; and
- (d) supports the commitment of the Company to compliance with the ASX Corporate Governance Principles and Recommendations

## 2. Benefits of diversity

- 2.1 Diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, race, ethnicity, disability, age, sexual orientation, family responsibilities, cultural background and more.
- 2.2 Diversity is a key strategic asset of the Company. Improving diversity is therefore a key strategic focus.
- 2.3 The Company's commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the Board.
- 2.4 The Company believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Company to:
  - (a) recruit the right people from a diverse pool of talented candidates;
  - (b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
  - (c) better represent the diversity of its stakeholders and markets.

## 3. Commitment to diversity

- 3.1 The Company is committed to achieving the goals of:
  - (a) providing access to equal opportunities at work based on merit; and
  - (b) fostering a corporate culture that embraces and values diversity.
- 3.2 The Company is an equal opportunity employer and welcomes people from a diverse set of backgrounds.

## 4. Board composition and selection

- 4.1 The Company's Board Charter provides that the board of directors of the Company (**Board**) should be made up of directors:
  - (a) with an appropriate range of skills, experience and expertise;
  - (b) who can understand and competently deal with current and emerging business issues; and

- (c) who can effectively review and challenge the performance of management, and exercise independent judgment.

4.2 Due to the size of the company the Board will take on the role of

- (a) identifying nominees for membership of the Board, including the managing director; this includes making suitably extensive enquiries to find candidates from non-traditional sources
- (b) identifying and assessing the necessary and desirable competencies and characteristics for Board membership, and regularly assessing the extent to which those competencies and characteristics are represented on the Board;
- (c) developing and implementing processes to identify and assess necessary and desirable competencies and characteristics for board members; and
- (d) ensuring succession plans are in place to maintain an appropriate balance of skills on the board and reviewing those plans;

4.3

## 5. Recruitment of employees and senior management

The Company is committed to ensuring equal employment opportunity for all of its employees and senior management, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.

## 6. Objectives for achieving gender diversity

6.1 The Board will:

- (a) establish measurable objectives for achieving gender diversity; and
- (b) annually review and assess both the measurable objectives for achieving gender diversity and the Company's progress in achieving them.

## 7. Roles and responsibilities

Every employee within the Company is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace.

## 8. Review and changes to this policy

8.1 The Board will review this policy periodically as necessary to ensure it complies with any applicable legal requirements and remains relevant and effective.

8.2 The Board may change this policy from time to time by resolution.

8.3 This policy is not contractual in nature.

8.4 This policy is not a promise of continued employment or of the benefits of that employment.

## 9. Interaction with other legislation

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Company operates.

## 10. Questions

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