

## **Diversity Policy**

### **1. Introduction**

This document provides information on our obligation to providing a diverse and inclusive workplace. At Clean Energy Corporation Australia, we uphold the values of corporate meritocracy through our commitment to diversity and merit-based performance objectives.

### **2. Benefits of diversity and inclusiveness**

In this context, we define diversity as members of various and unique genders, races, ethnic groups, ages, sexualities & identities, family status, religious as well as those with disabilities.

Our organisation's commitment to diversity encompasses all employees as well as members of upper and middle-management as part of our merit-based organisational structure.

We strongly believe that our corporate objectives such as efficiency, competitiveness and maximum financial performance can be met through embracing diversity within our ranks. We also believe that including this structure in our operational framework can enhance our reputation as a company, make more informed decisions through a more diverse range of backgrounds and skills and to effectively represent the diversity of our stakeholders and the market we operate in.

### **3. Commitment to inclusiveness and diversity**

At Clean Energy Corporation Australia, we maintain our strong commitment to providing equal access to all members of our workforce based on merit. Our corporate culture fosters and values diversity where all employees and managers are respected for their unique views and are treated equally and fairly.

Our responsibility to welcome workers from a variety of different backgrounds equally is a core element of our corporate objectives. We have a zero-tolerance policy on harassment or discrimination to ensure a properly-functioning and compliant workforce.

#### **4. Recruitment of Directors, Senior Management and employees**

Our corporate structure ensures that recruitment at all levels of the company is conducted in a manner that promotes our work values of equal opportunity which is based on ability, performance, experience and merit.

#### **5. Gender Diversity Objectives**

At Clean Energy Corporation Australia, we are committed to addressing impediments to gender diversity within the workplace through our programmes such as parental leave and flexible working arrangements to ensure employees are able to maintain their household and personal responsibilities. We also aim to regularly review our policies to assist us in providing the best outcome on an individual basis to ensure maximum employee satisfaction by both men and women.

#### **6. Disclosure Statement and Review Process**

Our company's policy objectives and achievements in relation to diversity and inclusiveness will be disclosed with the Company's annual reports.

Changes can be made to this policy at the discretion of the Directors of Clean Energy Corporation Australia and it will be reviewed regularly to ensure it is kept up to date with new legal requirements.

This policy was drawn up in accordance with corresponding anti-discrimination and equal opportunity employment legislation in all states in which Clean Energy Corporation Australia operates in.

This diversity disclosure is not contractual and is not a promise of continued employment.