

**METGASCO**

**DIVERSITY POLICY**

# Diversity Policy

## 1. Introduction

The Board of Metgasco Limited recognises that the Company's success depends strongly upon the quality of its people and is therefore committed to building a workplace in which all individuals are supported and respected.

Metgasco embraces and promotes diversity in the workplace. Metgasco aims to establish a corporate culture which is conducive to the appointment of well qualified persons and which embraces employee diversity which includes: age, gender, ethnicity, physical appearance, values, lifestyle, religion, education and family responsibilities. The Board of Metgasco recognises the benefits that diversity brings to maximise achievement of corporate goals.

## 2. Reasons for Encouraging Diversity in the Workplace

Metgasco recognises that diversity and inclusion in the workplace is important because:

- Embracing and respecting everyone equally is the right thing to do;
- It will create an engaged workforce and ensure a diverse range of opinions, expertise and life experiences to deliver the highest quality outcomes and continue to grow the business; and
- It will help to attract, retain and develop the best talent and establish Metgasco as an employer of choice.

## 3. Objectives

The Board of Metgasco will establish diversity-related measurable objectives for the Company. Assessment of these objectives and review of progress will be carried out on an annual basis by the Nomination and Remuneration Committee, who will report its assessment to the Board of Directors and make recommendations as appropriate.

Metgasco has identified a number of objectives that it intends to pursue. These include:

1. Continue to recognize our cultural diversity and grow our workforce to reflect the diversity of the Australian population;
2. Continue to grow the number of women performing senior roles. At a Board and senior management level, gender has been identified as an area of focus for the Company;
3. Evaluate the introduction of programs that prepare women to take on senior roles within the business both in operational and specialist areas; and
4. Continue to assist indigenous Australians to access employment opportunities through our business.

In promoting gender diversity, Metgasco will continue to implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women at all levels.

In administering this policy and measuring performance, Metgasco will take into account limitations that may exist from time to time due to the size of the organisation and skills required for the opportunities.

#### **4. Measures and Accountabilities**

The Managing Director will monitor the application of the Diversity Policy and report to the Nomination and Remuneration Committee on the effectiveness of diversity related initiatives, including progress against measurable objectives. The Nomination and Remuneration Committee will make recommendations on diversity related initiatives, monitor and evaluate their implementation and ensure that diversity related programs of work are progressing correctly and successfully. Progress against diversity objectives will be taken into account during annual performance assessments of the Board and management.

#### **5. Recruitment, development and succession planning**

The Nomination and Remuneration Committee and the Chief Executive Officer are responsible for the recruitment, development and succession plans for the executive team. In discharging this responsibility they will have regard to diversity criteria.

The Nomination and Remuneration Committee is responsible for identifying qualified individuals for appointment to the Board of directors. In identifying candidates, the Committee will identify those with the required skills and experience and as appropriate seek to enhance diversity.

#### **6. Disclosure of Policy**

Disclosed in the annual report will be a summary of the Policy and the Company's achievement of the Policy's objectives, including the proportion of women employees in the Company as a whole, in senior management and on the Board.

#### **7. Review of Policy**

The Policy will be reviewed on a regular basis, as will the objectives and the strategies which aim to achieve the objectives.

As the Managing Director, I am committed to working with Metgasco personnel to ensure that this policy is communicated, understood, accepted and successfully implemented by all employees and contractors.



Peter J Henderson  
Managing Director & CEO

## REVISION CONTROL

REVISION NUMBER	DATE APPROVED BY BOARD
2 Reviewed & accepted by Board	18 February 2014