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## Diversity Policy

**CUE ENERGY RESOURCES LIMITED**

**ACN 066 383 971**

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<b>Reviewed/Approved by the Board</b>	
Adopted	April 2013
Last Reviewed	August 2018
Reviewed & Approved	19 February 2021
Reviewed & Approved	28 July 2023

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## 1. Purpose

- 1.1 Cue Energy Resource Limited (**Company**) believes that having a diverse, motivated and talented staff is a competitive advantage in every country in which it conducts business.
- 1.2 The Company is committed to a safe and inclusive workplace for all and welcomes diversity. Diversity includes, but is not limited to, gender, age, disability, ethnicity, marital or family status, religion, sexual orientation, gender identity, expression or orientation, and cultural background.
- 1.3 The Company values, respects and leverages the unique contributions of people with diverse backgrounds, experiences and perspectives. Diversity at the Company is about the commitment to equality and the treating of all individuals with respect. Discrimination, harassment, vilification, victimisation cannot and will not be tolerated at the Company.
- 1.4 To the extent practicable, the Company will address (but not be limited to) the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

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## 2. Policy

- 2.1 The Company's policy is to have:
  - (a) a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
  - (b) a workplace culture characterised by welcoming inclusive practices and behaviours for the benefit of all staff;
  - (c) 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; and
  - (d) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- 2.2 To achieve this, the Company will:
  - (a) recruit from a diverse pool of candidates for all positions, including senior management and the Board, who will be considered with no bias that might discriminate against certain candidates;
  - (b) ensure succession plans have an appropriate regard to diversity;
  - (c) have recruitment and selection processes that treat all applications, including existing staff, equally and fairly;
  - (d) provide appropriate training and development opportunities for all staff;
  - (e) take account of the domestic responsibilities of employees and adopt flexible work practices that will assist them to meet those responsibilities if possible and appropriate; and
  - (f) implement any other strategies the Board develops from time to time.

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### **3. Measurable Objectives and Accountabilities**

- 3.1 The Company's Board will monitor the scope and currency of this policy.
- 3.2 Assessment of success in achieving and implementing this policy and setting measurable objectives, where practicable, will be carried out on an annual basis by the Remuneration & Nominations Committee, who will report to the Board and make recommendations as appropriate.
- 3.3 The Board will establish measurable objectives for achieving gender diversity, where practicable, and may establish measurable objectives for other aspects of diversity, and will assess annually both the set measurable objectives and the progress in achieving them.
- 3.4 The Company will include in its Annual Report each year:
  - (a) measurable objectives set by the Board;
  - (b) progress against the set measurable objectives;
  - (c) the proportion of women employees in the whole organisation, at senior management level and at Board level; and
  - (d) other diversity information as appropriate.

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### **4. Review**

- 4.1 This policy will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of the Company.

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### **5. Approved and Adopted**

- 5.1 This Policy was approved and adopted by the Board on 19 February 2021.