



Diversity Policy

At Linc Energy we value diversity in our workforce because we believe it is good for our business. We know that our employees each contribute in their own unique way to our success and we encourage an inclusive culture at our workplaces.

We will support diversity in our workforce by:

- Treating all employees fairly and with respect and dignity;
- Actively promoting a culture that values diversity and tolerance of differences;
- Promoting diversity through education and cultural awareness programs and initiatives;
- Ensuring that employment practices in the areas of recruitment and selection, induction, training and employee development promote a diverse workforce;
- Encouraging all employees regardless of their background or circumstances to advance their careers at Linc;
- Ensuring that where certain employees may experience specific challenges, these challenges are addressed and reasonable provision is made for special needs of employees;



- Supporting initiatives in the communities in which we operate that foster diversity and equal opportunities;
- Complying with the letter and intent of anti-discrimination and equal opportunity legislation; and
- Ensuring our employees understand their rights and responsibilities by establishing clear workplace behaviour standards and fair procedures for dealing with complaints about breaches of our standards.

Peter Bond

Chief Executive Officer