

# DIVERSITY AND INCLUSION POLICY



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FINDER ENERGY HOLDINGS LIMITED (ACN 656 811 719)

## 1 Introduction

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### *Purpose*

The Board of Finder Energy Holdings Limited (ACN 656 811 719) (**Finder**) is committed to a diverse and inclusive workplace. This Policy aligns with our values (disclosed on our website) and confirms our commitment to achieving diversity in the workplace.

### *What diversity is*

Diversity can be visible or invisible and includes differences of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience – anything that distinguishes one person from another.

### *Why diversity is important*

Diversity is a consideration that forms part of Finder's long term commercial success and strategy.

Through diverse and inclusive teams, Finder anticipates corporate benefits will include improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

## 2 Policy application

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This Policy applies to all directors, management and staff of Finder and its subsidiaries (**Group**).

Directors, management and staff of the Group are expected to carry out their responsibilities in a manner consistent with this Policy and support an inclusive culture where discrimination, harassment, vilification and victimisation will not be tolerated.

## 3 Commitment to diversity and inclusion

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### *Everyone's commitment*

Everyone has a part to play in actively and intentionally behaving with inclusion in mind. All directors, management and staff of the Group are responsible for:

- acting with integrity and respect and otherwise in accordance with our values;
- role modelling the behaviours through everyday actions;
- recognising our own personal biases that may cause us unintentionally to exclude and work hard to overcome them;
- actively supporting inclusion and diversity in our teams and work environments;
- acting as inclusion and diversity champions – advocating and supporting initiatives and programmes;
- contributing to creating an environment where everyone feels respected, valued and supported to perform at their best; and
- speaking up if others appear excluded.

### ***Board's commitment***

The Board (with assistance from its Nomination Committee or Remuneration Committee, as appropriate) aims to fulfil its commitment to diversity by:

- overseeing Finder's diversity and inclusion strategy;
- setting measurable objectives for achieving diversity objectives, reporting on Finder's progress in achieving them and ensuring compliance with gender diversity reporting requirements;
- assessing and promoting gender pay equity, gender composition at all levels of the workforce (particularly in leadership and management roles) and more equal opportunities for recruitment and promotion;
- approving any key performance indicators for senior executives to measure the achievement of diversity objectives (which may include linking part of their remuneration to the achievement of those objectives where appropriate);
- ensuring Finder's director recruitment process and succession planning considers all facets of diversity; and
- considering the results of any peer benchmarking exercise or gender pay equity audit commissioned by the Board and any disclosure related issues.

### ***Management's commitment***

Management aims to fulfil Finder's commitment to diversity by:

- implementing diversity and inclusion initiatives and monitoring their effectiveness;
- considering the impacts of diversity across every talent decision – hiring, promoting and development; to actively build diversity into their teams;
- designing recruitment and selection practices to support consideration of a diverse range of candidates;
- designing and implementing programs to promote diversity at all levels including a more diverse pool of employees for transition to senior management and board roles;
- creating an inclusive work environment where people feel respected, valued and supported to perform at their best;
- adopting flexible work practices;
- providing opportunities for employees on parental leave to maintain connection with the workplace;
- taking into account when engaging contractors, suppliers and advisers whether they share Finder's commitment to diversity; and
- monitoring and measuring the achievement of all diversity objectives set by the Board.

## **4 Policy review**

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Finder will periodically review this Policy to check that it is operating effectively.

The Company Secretary is authorised to make administrative and non-material amendments to this Policy.

Version Number	Revision Date	Document Owner	Document Approver
v.2	1 August 2024	Company Secretary	Board of Directors

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