

# Diversity and Equal Opportunity



## Policy

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### Our Commitment

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Santos is committed to providing an inclusive workplace and organisational culture that embraces diversity.

### Our Actions

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We will:

1. not discriminate on the basis of gender, religion, race, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital status, age or political opinion
2. recruit and promote on the basis of skills, experience, competence and performance
3. promote diversity in our workforce, including the representation of women and Aboriginal and Torres Strait Islander peoples
4. encourage a culture that does not tolerate discrimination, harassment, bullying or victimisation
5. set measurable objectives for achieving gender diversity and annually assess the company's performance against those objectives
6. report publicly on our performance against gender diversity objectives

### Governance

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The People & Remuneration Committee is responsible for reviewing the effectiveness of this policy including setting measurable objectives for achieving gender diversity and assessing annually the objectives and the company's progress in achieving them.

This policy will be reviewed at appropriate intervals and revised when necessary to keep it current.

Kevin Gallagher

**Managing Director & CEO**

#### Status: APPROVED

Document Owner:	Angus Jaffray, Executive Vice President, Strategy & Corporate Services		
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