

Diversity and Inclusion



Policy

Our Commitment

A safe, diverse and inclusive workplace environment is critical to achieving Santos Vision 2025. To be the best we can be, we know we must embrace ideas, thinking and perspectives that are new and different.

We are committed to this journey.

Our Actions

We will ensure inclusion and not discriminate based on race, colour, physical features, gender, sexual preference, gender identity, lawful sexual activity, age, physical or cognitive disability, marital status, family responsibilities, pregnancy, carer responsibilities, religion, political opinion, national extraction or social origin.

We will:

1. Attract talent and provide employment based on merit.
2. Provide development opportunities and career progression for our employees based on competence, skill, experience and performance.
3. Foster and leverage diversity of thought, experience and skills.
4. Attract and retain a workforce that reflects the diversity of our customers, stakeholders and the communities in which we operate.
5. Value and recognise Indigenous people and culture creating equal opportunity for employment and supply chain participation.
6. Ensure a workplace free of bullying and harassment.
7. Ensure that business practices, systems and processes are free from bias.
8. Create a workplace that supports our people who have carer or parental duties to balance and achieve their career goals.
9. Ensure the Board comprises of 30% of its directors of each gender within five years.
10. Report publicly on our diversity performance

Governance

Santos' People and Remuneration Committee is responsible for ensuring the effectiveness of this policy and related key performance indicators.

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

Kevin Gallagher

Managing Director & CEO

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Approved by:	The Board	Version:	1