

# Diversity and Inclusion Policy

## Objective

Beach Energy is committed to creating an inclusive culture and working environment.

People are at the forefront of our business and we will embrace, value and respect individual uniqueness in all our interactions.

We understand that simply having a diverse workforce is not enough; we strive to create an inclusive environment where all people are able to bring their whole self to work in order to contribute their best work to our shared success.

## Strategy

To achieve this, Beach will:

Aim to create a workforce that is reflective of our society, knowing that by doing so we will enhance the capability of Beach.

Ensure leaders work in partnership with their team to create and sustain an inclusive workplace where the individual uniqueness and breadth of talents, beliefs, backgrounds and capabilities are valued.

- Ensure that decisions affecting employment, training, promotion and career development are based on genuine merit.
- Not tolerate bullying or harassment of any kind and we will endeavour to protect our employees from any form of adverse treatment because of a perception related to individual differences.

Not discriminate based on gender, age, disability, race & ethnicity, sexual orientation, marriage & civil partnership status, pregnancy, parental leave & adoption status, religion, gender identity or political opinion.

This policy has been reviewed and endorsed by the Beach Board of Directors.

## Application

This policy applies to all personnel associated with Beach activities.

## Document Control

### Document Status

Version	Date reviewed	Prepared by	Reviewed by	Endorsed by	Date of and final approval by
1.0	May 2015			Board	
2.0	June 2016	Company Secretary	Company Secretary	Remuneration & Nomination Committee	
3.0	Jan 2020	Head of OD	Group Exec HR	Board	
3.1	Feb 2024	Head of OD	Group Exec P&C		

### Amendment Record

Version	Clause	Description of amendment
2.0	3&4	Now includes rewarding, developing and promoting on the basis of skills
3.0		Policy reformatted and reworded Policy change from Diversity to Diversity & Inclusion Wording updated accordingly
3.1	Signatory	Removal of Managing Director and CEO as signatory to the policy