



Diversity, Equity & Inclusion (DE&I) Policy

Objective

Beach Energy has a vision to build an inclusive culture where we can all bring our authentic and best selves to work and be *In Our Element*, every day.

We acknowledge the importance of building and maintaining a diverse, equitable and inclusive workplace. It's the right thing to do, and it's good for sustainable business at Beach. 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.

Policy

Beach Energy is committed to zero tolerance of any form of discrimination.

To achieve this, Beach will:

- Implement a Diversity, Equity and Inclusion (DE&I) Strategy and Action Plan, and report periodically on progress.
- 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, experiences, and capabilities are valued.
- Ensure that decisions affecting employment, training, promotion, and career development are grounded in the principle of merit and support our Diversity, Equity and Inclusion goals.
- Endeavour to protect our employees from any form of adverse treatment because of a perception related to individual differences.

All personnel will be held to account for their conduct and the impact of their behaviour, in line with the Code of Conduct. Any personnel associated with Beach found to be in breach of our DE&I Policy may be subject to [disciplinary action](#).

Application

This policy applies to all personnel (employees, labour hire contractors, service providers and Board members) associated with Beach activities.

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

Document Control

Document Status

Version	Date reviewed	Prepared by	Reviewed by	Endorsed by	Date of and final approval by
4.0	15 January 2024	Head of OD	Group Exec P&C	Board	14 March 2024 Board of Directors
3.0	Jan 2020	Head of OD	Group Exec HR	Board	
2.0	June 2016	Company Secretary	Company Secretary	Remuneration & Nomination Committee	
1.0	May 2015			Board	

Amendment Record

Version	Clause	Description of amendment
4.0		Policy updated to reflect DE&I Strategy 2024-2026
3.0		Policy reformatted and reworded Policy change from Diversity to Diversity & Inclusion Wording updated accordingly
2.0	3&4	Now includes rewarding, developing and promoting on the basis of skills