



Company Values

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Kidson Energy is a Western Australian explorer, with a strong team in place focused on the development of Canning Basin energy resources. We are committed to delivering an innovative approach to appraising and developing projects, through learned experience, new technologies and techniques, and an ability to respond swiftly to opportunity. Our vision is to deliver through this approach, low cost, high growth projects which maximise value to our investors.

Kidson Energy acknowledges the land in which it explores requires the support of the stakeholders in the area including Traditional Owners and local communities. This support is earned through treating people with respect, valuing our relationships and acting ethically by always striving to do the right thing.

Kidson Energy Values are based on principles that guide the way we work.

- **Safety and the Environment:** We are skilled and competent and always plan our work to ensure that Safety and Environmental risks are understood, and the appropriate controls and barriers are established to protect all from harm.
- **Cultural Heritage:** We acknowledge, support, and engage with the Traditional Owners on whose lands we operate and actively work to increase the benefit of development activity to Traditional Owners through the supply chain. We strive to have a positive impact in our communities.
- **Integrity, Honesty & Respect:** We stay true to our values, and we are accountable for our actions. We operate with honesty and integrity and are not afraid to confront the facts. We value all our relationships and respect people in their entirety and encourage people to have a voice or a different opinion.
- **Diversity & Inclusion:** We value diverse perspectives as our organisation benefits through diversity and inclusion, we are open minded to ideas, beliefs, and cultures, as this improves our overall business capability and entrusts people through our values.
- **Work as One team:** As skilled and competent employees, contractors, consultants, and subcontractors, we are not afraid to speak up or listen to alternative opinions, we challenge respectfully and promote a culture of constant improvement. Once we make a decision, we unify behind it and deliver the outcome by doing what we say we are going to do.
- **Commitment to Deliver:** We are committed to our employees and contractors and believe this commitment leads to a culture of being able to deliver decisive, high quality outcomes with continuous improvement. We are agile and maintain this through a culture of enabling innovation and rewarding achievement. We quickly learn from our successes and failures and implement the improvements without fear. We deliver disciplined, low-cost outcomes that meet all requirements and standards.

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

Andrew Somoff
Director

Johnathon Goyder
Director