



## Diversity, Inclusion and Behaviour Policy

As Directors of Kidson Energy Pty Ltd we are committed to providing a workplace environment that promotes, equal opportunity and ethical behaviour, through a safe, diverse, and inclusive working culture. Our workplace culture must make our people feel included, respected, and valued for their unique perspective and attributes. Our inclusive culture drives organisational performance, enabling innovation, engagement, collaboration, and high-quality decision making.

### Diversity and Inclusion:

- Kidson Energy is committed to diversity and inclusion and has embedded this into our **Company Values**.
- Kidson Energy employees will not discriminate based on diversity, which encompasses differences in age, nationality, ethnicity, religious belief, political opinion, sexual orientation, intersex status, gender identity or expression, relationship status, pregnancy, parental leave & adoption status, physical and neurological ability, cultural background, thinking styles, experience, background, career commitments, and education.
- Kidson Energy operates a zero tolerance to bullying, harassment or discrimination, in any form.
- Kidson Energy management will ensure business practices, systems and processes are free from bias. Where decisions affecting employment, training, promotion, and career development are based on genuine merit.
- Kidson Energy value and recognise Indigenous people and culture, creating equal opportunity for employment and supply chain participation.
- Kidson Energy will endeavour to attract and retain a workforce that reflects the diversity of the stakeholders, and the communities in which we operate.

### Behaviour

- Kidson Energy people shall be committed to demonstrating accountable and ethical behaviour in all dealings, including with our colleagues, clients, and suppliers.
- At Kidson Energy being accountable means, you are responsible for decisions made and actions taken. This encompasses the obligation to report, explain and answer on their results or outcomes. We believe that accountability drives ethical behaviour within our workforce.
- Kidson Energy requires all its people to comply with legislative requirements, avoid conflicts of interest, that could result in damage to the individual or company professional reputation. Kidson Energy's standards of behaviour are set out within our **Code of Conduct Policy**.

Andrew Somoff  
Director

Johnathon Goyder  
Director