Equity, Diversity and Inclusion
PEO-POL-24

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Doc No: PEO-POL-24		Revision No: 2	Revision Date: 26.09.2025		Page: 1 of 8
Approved via Board Memorandum Number: BD-25-08-6.2					
Endorsed via Committee Number: PSC-25-08-3.4					

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1.0 Policy Statement

Stanwell Corporation Limited (Stanwell) is committed to leading by building a workplace that reflects the diverse communities in which we operate and where our people feel that they belong. We are committed to promoting a safe and respectful workplace for all our employees through modelling inclusive practices and respectful workplace behaviours.

This policy is supported by Stanwell's Equity, Diversity and Inclusion Strategy and Respectful Workplace Policy.

2.0 Purpose/Scope

Stanwell is committed to fostering a workplace that is safe, respectful, and inclusive. This policy outlines Stanwell's commitment to providing a workplace where we all benefit by embracing unique differences and everyone feels respected, valued and able to fully participate.

This policy applies to Stanwell's employees and directors and to all contractors and consultants working for or at Stanwell (our **people**).

3.0 Why equity, diversity and inclusion matters

At Stanwell, we recognise that inclusion of diverse people is the key to increased innovation, productivity and operating efficiency in any organisation, and is particularly important when an industry is in transition.

We understand that taking positive steps towards equity, diversity and inclusion is integral to building teams with the capability and culture to succeed.

Attracting and retaining an engaged workforce as we navigate skills shortages, harnessing varied perspectives and ideas to continue to create new solutions and the continuing support of our communities will provide the platform for us to deliver our business priorities.

Together, we can build a workplace that reflects the diverse communities in which we operate and where our people feel that they belong. This will enhance relationships with our customers, our key stakeholders and the communities in which we operate.

An equitable, diverse and inclusive culture is a reflection of our values – We care, We adapt and We deliver.

4.0 How Stanwell supports equity, diversity and inclusion

4.1 Focus areas

Stanwell's equity, diversity and inclusion focus areas underpin the Equity, Diversity and Inclusion Strategy and provide a framework for the development and implementation of actions to make meaningful progress.

These focus areas are:

- **Disability inclusion:** Approaching accessibility and inclusion for people with disabilities in new ways to engage untapped talent and better reflect our broader community;

- **Gender equity:** Enabling women and people of non-binary gender(s) to have equitable access to opportunities by removing perceived and physical barriers so that they can freely contribute their ideas, knowledge, perspectives and talents;

- **Reconciliation:** We recognise the importance of the Aboriginal and Torres Strait Islander communities in the regions where we operate and are dedicated to building Stanwell's internal cultural consciousness so that we are fostering strong relationships, cultural inclusion, and sustainable economic opportunities for Aboriginal and Torres Strait Islander people;

- **LGBTQIA+ Inclusion:** Building a workplace where every individual has the freedom to belong regardless of gender expression, gender identity or sexual orientation; and

- **Belonging:** a workplace were our people feel safe and supported to be themselves is an outcome of diverse and inclusive practices. It strengthens trust and collaboration across teams, boosts engagement and fosters innovation.

4.2 Building an equitable, diverse and inclusive workplace

Stanwell designs our people policies, systems and practices to support an inclusive and diverse culture, including:

- *Recruitment and selection:* Recruitment and selection processes have been designed to ensure that Stanwell finds the best people for Stanwell (see Recruitment, Selection and Appointment Procedure PEO-PROC-23).

  These processes are structured to promote equal employment opportunity, eliminate bias and to enable consideration of a diverse range of candidates.

- *Employee engagement:* Stanwell frequently engages with the workforce to understand their views on promoting and supporting equity, diversity and inclusion.

- *Learning and capability:* Stanwell's learning programs have been designed to build future capability and leverage diverse skillsets. Leadership capability is also continuously developed to role model inclusive leadership behaviours and drive inclusive team cultures (see Learning and Capability Development Procedure PEO-PROC-48).

- *Remuneration:* Stanwell is committed to gender pay equity with our remuneration framework and systems designed to eliminate bias and provide equal access rights to all employees, regardless of gender. Gender pay analysis is conducted biannually to compare remuneration for 'like for like' roles to ensure there is no pay differentials that cannot be explained by experience, merit, performance or enterprise agreement obligations.

- *Job design:* Stanwell recognises that employees at all levels, backgrounds and experience have unique needs and preferences for flexibility. A range of flexible work arrangements are offered in accordance with the Flexible Work Arrangements Procedure (PEO-PROC-09).

- *Talent and succession planning:* Stanwell applies equity, diversity and inclusion principles to talent review and succession planning processes to drive diversity at all levels.

- *Health and wellbeing:* The Health and Wellbeing Strategy supports equity, diversity and inclusion by the provision of targeted health initiatives that are inclusive of all workers. Equity, diversity and inclusion is a permanent agenda item in Health and Wellbeing Strategy Group meetings to

ensure topics are regularly discussed and considered for all planned health and wellbeing initiatives.

5.0 Responsibilities

Everyone is accountable for supporting an inclusive and diverse work environment at Stanwell.

Accountability	Requirement
Board	• Sponsor Stanwell's Equity, Diversity and Inclusion Strategy. • Provide governance and ensure the organisation has taken reasonable steps to eliminate unacceptable behaviours in the workplace. • Approve the Equity, Diversity and Inclusion Strategy and Equity, Diversity and Inclusion Policy.
Executive Leadership Team	• Champion Stanwell's vision of a diverse and inclusive workforce. • Lead by example by promoting an equitable, diverse and inclusive culture. • Monitor the implementation and allocate responsibilities and resources appropriately. • Endorse the Equity, Diversity and Inclusion Strategy.
Leaders	• Ensure employees are informed and aware of Stanwell's commitment to equity, diversity and inclusion. • Lead by example by promoting an equitable, diverse and inclusive culture. • Ensure team members complete compulsory training. • Actively identify and eliminate any barriers to equality of opportunity in employment. • Seek help and advice from the People and Culture team as required to ensure this policy is applied appropriately.
Employees	• Comply with obligations under relevant policies, procedures and legislations. • Understand what diversity means and the attributes of an inclusive workplace at Stanwell. • Complete all compulsory training including induction and refresher training. • Contribute to promoting an inclusive workplace by valuing and respecting others' differences. • Be an active bystander and provide feedback on behaviours that do not align with Stanwell's commitment to a diverse and inclusive workforce.

Accountability	Requirement
Manager Equity, Diversity and Inclusion	• Lead and drive the implementation of Stanwell's Equity, Diversity and Inclusion Strategy. • Partner with Executives, Managers and People and Culture to develop and implement strategies and create an inclusive culture across Stanwell. • Lead the development and implementation of strategies and metrics for the continuous monitoring and evaluation of equity, diversity and inclusion initiatives. • Report the progression of the Equity, Diversity and Inclusion Strategy to the Executive Leadership Team and People and Safety Committee on a regular basis.
People and Culture	• Promote the value of an equitable, diverse and inclusive workplace. • Embed Stanwell's commitment to a diverse and inclusive workforce in plans, policies, procedures and new initiatives. • Assist leaders to apply the policy appropriately.
Equity, Diversity and Inclusion Working Groups	• Champion Stanwell's vision of a diverse and inclusive workforce. • Assist in the implementation of processes and initiatives that support the delivery of the Diversity and Inclusion strategy. • Seek feedback and suggestions from their immediate and broader functional team to discuss with the diversity and inclusion working group. • Plan and coordinate equity, diversity and inclusion events on their site

5.1 Reporting

Stanwell reports on progress towards the Equity, Diversity and Inclusion Strategy and focus areas to the Executive Leadership Team, the People and Safety Committee and broader workforce.

6.0   Review, Consultation and Communication

Review:

This Document is required to be reviewed, as a minimum, every 2 years. This document is also required to be reviewed if there are any changes to the Equity, Diversity and Inclusion Strategy.

Consultation:

Consultation is to take place with the Executive General Manager Business Services and broader Executive Leadership Team.

Communication/Requirements after Update:

This policy is available electronically via GenNet and Stanwell.com

7.0   References

Legislation (as amended or replaced from time to time) includes:

- *Anti-Discrimination Act 1991* (Qld)

- *Human Rights and Equal Opportunity Commission Act 1986* (Cth)

- *Disability Discrimination Act 1992* (Cth)

- *Racial Discrimination Act 1975* (Cth)

- *Sex Discrimination Act 1984* (Cth)

- *Work Health and Safety Act 2011* (Qld)

- *Fair Work Act 2009* (Cth)

Document No	Document Title
GOV-POL-30	The Way We Work at Stanwell (our Code of Conduct)
PEO-POL-25	Respectful Workplace Policy
PEO-PROC-80	Respectful Workplace Procedure
GOV-PROC-36	Protected Disclosure Procedure
GOV-POL-29	Whistleblower Protection Policy
PEO-PROC-09	Flexible Work Arrangements Procedure
PEO-PROC-23	Recruitment, Selection and Appointment Procedure
PEO-PROC-48	Learning and Capability Development Procedure
	Equity, Diversity and Inclusion Strategy

8.0   Definitions

Word / Abbreviation	Definition
Equity	Providing differing levels of support and assistance depending on specific needs or abilities. It refers to taking positive steps to achieve fair outcomes for people and groups that experience systemic barriers in Stanwell and the broader community, and not just the avoidance of discrimination.
Diversity	Diversity refers to all the ways in which we differ. For example, differences among people with respect to age, socio-economic background, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits, and other human differences

Word / Abbreviation	Definition
Inclusion	Inclusion is defined as the achievement of an environment in which all individuals feel, and are treated, fairly and respectfully, have access to opportunities and can freely contribute their perspectives and talents
Reconciliation	Reconciliation refers to the strengthening of relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. Reconciliation is based and measured on five dimensions: historical acceptance, race relations, equality and equity, institutional integrity and unit.
Unacceptable behaviour	Behaviour that includes workplace violence, sexual harassment, unlawful discrimination, harassment, vilification, bullying and victimisation.

9.0   Revision History

Rev. No.	Rev. Date	Revision Description	Author	Endorse/Check	Approved By
0	22.12.2022	Document Created	Kaila Sutherland	PSC	Board
1	03.08.2023	Definitions and document updated for consistency with Respectful Workplace Policy.	Daren Hooper	PSC	Board
2	07.08.2025	Document updated to reflect changes in key focus areas, strategy and branding templates.	Keah Rose	PSC	Board