

Diversity and Equal Opportunity Policy

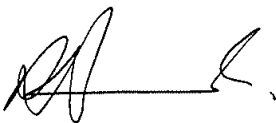
Galilee Energy promotes an organisational culture that embraces diversity and equal opportunity in the workplace. This includes providing a safe and respectful work environment free from all forms of discrimination, bullying and sexual harassment.

Galilee Energy requires all our employees, contractors, sub-contractors, service providers, suppliers and visitors to treat each other with dignity, courtesy and respect.

To deliver on our commitment to diversity and equal opportunity, Galilee Energy:

- Recruits and promotes employees based on skills, experience, competence and performance
- Maintains an appropriate level of employee awareness on what constitutes acceptable and unacceptable behaviour in the workplace
- Ensures that managers and employees are aware of their rights and responsibilities relating to workplace discrimination, harassment and bullying
- Provides employees with support and information about both formal and informal processes for investigating and resolving complaints in a reasonable and respectful manner
- Acts fairly to resolve issues and enforce workplace behavioural standards, making sure the relevant parties are heard.

This policy applies to all Galilee Energy interactions, including those within the wider community.



Ray Shorrocks
Chairman

29 May 2024