

# Diversity Policy

## Introduction:

The Company recognises the benefits that can arise to the organisation from diversity in the workplace including gender, age, ethnicity and cultural background.

With this in mind the Company has established this Diversity Policy, which details the Company's approach to promoting a corporate culture that embraces diversity. Appointments will be merit based and have regard for the underlying nature of its business activities as an emerging energy company and embrace diversity.

## Commitment:

The Company is committed to encouraging diversity to assist the organisation in meeting its strategic goals by promoting workplace relationships and opportunities that are fair and equitable. To the extent practicable, this Policy applies to all employees, consultants, agents and contractors of the organisation and extends to all places and functions that are work-related, including the Board of Directors. Discrimination, harassment, vilification and victimisation cannot and will not be tolerated

## Benefits:

The Company understands that an organisation's success and competitiveness depends upon its ability to embrace diversity and realize benefits such as:

- Broader labour pool – accepting a diversified employee base increases

the available pool of talent and experience

- and minimizes the likelihood of any labour and skill shortages.
- Enhanced adaptability – employees from diverse backgrounds bring individual capabilities, experiences, ideas and perspectives which can provide flexible approaches to adapt to changing markets and customer demands.
- Improved efficiency and retention – encouraging workplace diversity provides opportunities for staff to achieve their full potential, assist with career advancement thereby increasing productivity and retention, and maximizing the achievement of corporate goals.

The Company also considers that disclosure of its Diversity Policy and progress towards achieving objectives will assist and enhance shareholders' understanding of the organisation, and improve its corporate image and reputation.

## Selection & Recruitment of Employees:

Employees are appointed in accordance with an appropriate interview, assessment, selection and induction process.

The Company is committed to ensuring that recruitment decisions are based on the principle of merit and a person's skills and qualifications regardless of their age, gender, nationality or cultural background. However, in view of the current activities of the Company focussed on exploration for hydrocarbons, as a key determinant field staff need to be selected from within the scope and availability of appropriate people.

## **Selection & Appointment of Directors:**

Board members drive the organisation's strategy by providing broad and varied perspectives. Each Director has a unique skill set developed by their personal background, past experiences and perspectives. The range of skills and attributes that should be sought for diverse representation may include:

Corporate experience, especially in a smaller organisation

Risk management experience, ideally involving the oil and gas industry

Financial, accounting or legal background

Leadership experience in a business environment

Interpersonal and relationship management skills

Relevant technical expertise.

In addition, consideration should be given to the gender, age and cultural balance of the Board within the parameters of the rights skills and experience to contribute to the Company.

Candidates may be selected from a diverse pool by means of advertising, referrals and candidates sourced by an independent professional search firm.

The Board assesses all potential candidates against appropriate selection criteria, taking into consideration such things as integrity, skills, qualifications, experience, personal qualities and community standing. The Board also takes into account how a candidate's diversity attributes will complement the current mix of Directors.

## **Measurable Objectives:**

To ensure the Company's commitment to workplace diversity is ongoing over the longer term, the Board is developing programs and initiatives that will be measured and assessed annually as set out in appendix A. Annual reporting of those initiatives, and achievements progress against the objectives, will be disclosed in the Company's Annual Report and published on the Company's website.

## **Responsibility:**

The Company Secretary will advise the Board in relation to diversity matters and act as the liaison between the Board, management and employees on matters including:

Developing diversity initiatives and programs  
Reviewing and assessing the effectiveness of the Diversity Policy  
Reporting on measured objectives.

Ray Shorrocks  
Chairman

Galilee Energy Limited  
June 2013



<b>Objectives</b>	<b>Measurement</b>
<p><b>Recognised Equal Opportunity Culture</b></p> <p>Our employees believe that Galilee has an equal opportunity culture where men and women are able to demonstrate equally their talent, commitment and results.</p>	<p>Position descriptions are gender neutral and measured by performance. All places of work including camps provide equal facilities for both genders.</p>
<p><b>Development of Potential</b></p> <p>As part of the company's succession planning high potential employees are identified and developed for career progression.</p>	<p>The Managing Director annually reviews employee progression and development.</p>
<p><b>Flexible Working Arrangements Implemented</b></p> <p>Management supports flexible working initiatives and where appropriate makes the option available to employees to achieve improved business outcomes and support work/life balance.</p>	<p>Flexible working arrangements are actively utilized as an engagement tool by management. Management feedback on usage and effectiveness is provided to the Managing Director annually.</p>
<p><b>Mentoring &amp; Networking</b></p> <p>Where identified as valuable, mentoring and/or networking programs are implemented.</p>	<p>Program implementation and program results are reviewed by the Managing Director annually.</p>

