



# Pilot Energy Limited

ABN: 86 115229 984

## DIVERSITY POLICY

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### 1. INTRODUCTION

Pilot Energy Limited (**Pilot**), is committed to workplace diversity. Pilot recognizes the benefits arising from employee and board diversity, including a broader pool of high quality employees, improved employee retention, accessing different perspectives and ideas and benefiting from all available talent. Pilot will recruit on the basis of qualification for the position and performance, regardless of gender, age, nationality, race, religious beliefs, cultural background, sexuality or physical ability.

It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of personal performance.

To the extent practicable, Pilot will address the recommendations and guidance provided in the *ASX Corporate Governance Principles and Recommendations (Fourth Edition)*.

This diversity policy does not form part of an employee's contract of employment with Pilot, nor does it give rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or to refrain from doing something and at all times, subject to legal obligations, it forms a direction of Pilot with which an employee is expected to comply.

### 2. OBJECTIVES

The Diversity Policy provides a framework for Pilot to:

- . Recruit and manage on the basis of an individual's competence, qualification and performance;
- . Create a workplace culture characterized by inclusive practices and behaviours for the benefit of all staff;
- . Appreciate and respect the unique aspects that an individual brings to the workplace;
- . Where possible and practicable increase participation and employment opportunities for indigenous people;
- . Create a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workplace diversity and successful management of diversity, and at all times recognizing that employees may have restrictions placed on them by domestic responsibilities outside the work place;
- . Take action to prevent and stop discrimination.
- . Create awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

. Recognise that employees at all levels may have domestic responsibilities and to adopt flexible work practices that will assist them to meet those responsibilities.

### **3. RESPONSIBILITIES**

The Pilot Board (**Board**) is committed to workplace diversity.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of this Diversity Policy, including gender diversity, and for monitoring the progress of the objectives through management evaluation and reporting.

Given the current size and stage of development of the Company, the Board has not considered it necessary to formally set measurable objectives for achieving gender diversity. However, the Company is committed to an inclusive workplace that embraces and promotes diversity as part of its corporate culture and will assess annually, within the context of the growth of the Company, the need for appropriate measurable objectives to be set and, if appropriate, will implement any such measurable objectives that may be set.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of suitable candidates and using external advisers where necessary.

### **4. MONITORING AND EVALUATION**

The Board will monitor the scope and currency of this policy and is responsible for implementing and monitoring any measurable objectives the Board establishes.

KPI's will be introduced for senior executives to measure the achievement of diversity objectives and to link part of their remuneration to the achievement of any such objectives.

### **5. REPORTING**

The Company will report annually on the progress and achievement of the objectives and must disclose the respective proportions of men and women on the Board, in senior executive positions and across the whole organization.

Reference to this Policy will be included in the Company's Annual Report each year.

This Policy can be found on the Company's website under the Corporate Governance tab.

### **6. REVIEW OF POLICY**

This policy will be reviewed by Pilot from time to time to determine its appropriateness to the needs of the Company and, if required, be amended to suit the requirements of the Company and adherence to the law.

**October 2021**