

Carroll Energy recognises People are at the core of 'why' and 'how' we do what we do. Key values of our business are to cultivate a dynamic and constructive team of professionals and provide a workplace that is healthy and safe. Embracing and including diversity is fundamental to our success.

## Policy Objective

Carroll Energy is committed to fostering a workplace that is diverse and inclusive.

## Policy Statement

Carroll Energy supports its employees by creating a team culture that accepts people equally and collectively enables each person to safely develop their confidence and skills for success.

### 1. DIVERSITY AND INCLUSION PRINCIPLES

#### A. Understand and Build

Building workplace diversity by learning and understanding each person's differences through engagement, active listening, and open sharing platforms.

#### B. Embrace and Respect

To embrace diversity in our workplace through a culture that is humble, accepts change and is respectful of each person's views and beliefs.

#### C. Fair and Equal

To treat employees fairly and equitably recognising that, each team member has a wealth of knowledge, skills and capabilities and simultaneously has areas of learning and development that are supported and strengthened by other team members.

#### D. Responsible and Accountable

Be responsible for demonstrating positive, respectful, and inclusive behaviour that actively values diversity in our workplace. To be accountable by standing against bullying, harassment, intimidation, victimisation, and discrimination.

### 2. DIVERSITY AND INCLUSION REQUIREMENTS

Carroll Energy seeks to apply and uphold our Diversity and Inclusion Principles is by:

#### A. All Employees

- Respect the differences of other team members and treat all people with dignity.
- Contribute to an inclusive workplace by openly sharing your personal background, experiences and perspectives.

- Be informed of employee obligations under the Code of Conduct and Health and Safety Policy, especially in relation to the Principles of Diversity and Inclusion.

#### B. Leadership Team

- Represent inclusion and diversity through inclusive behaviours and leadership.
- Foster diverse thinking and an open platform for sharing ideas.
- Communicate and consult employees, other industry professionals and community to strengthen a dynamic working environment.
- Apply the Diversity and Inclusion Principles into decision-making processes.

## Framework in which this Policy Operates

This Policy is intended to support and guide Carroll Energy's:

- Business Strategy
- Environmental, Social and Governance Policy
- Code of Conduct
- Health and Safety Policy
- Human Rights Policy
- Indigenous Engagement Policy

## Policy Responsibility and Accountability

Our Leaders have a responsibility to build and foster diversity within our workforce.

All Carroll Energy team members are to maintain compliance with this Policy and be proactive in preventing a breach.

## Document Management

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