

# DIVERSITY

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We have a strong diversity focus. Our systems, processes and initiatives allow us to promote and further develop diversity in gender, age and thought.

### Gender Diversity

We actively identify and support potential women leaders in our business to set an example for other women and encourage more women to join our team. We have put forward up and coming female employees to APGA's Women in Leadership program.

We also have an ongoing commitment that we shortlist women candidates in every role advertised (as available from the pool of applicants).

### Diversity of Age

Our employees range from fresh graduates to those of retirement age. And through this spectrum of ages, we benefit immensely from experience, well-honed skills and industry knowledge, and new ways of doing things, fresh insights, and technology know-how.

We will continue to balance age bands and encourage cross-fertilisation and building knowledge through our many resources, training and development opportunities.

### Diversity of Thought

Our values support diversity in thinking and applying our ideas to improve our business:

#### **Be Creative, Think Beyond**

We encourage adaptability, innovation, long-term focus and communication. In our employees' own words:

- Being open-minded, no preconceptions
- Creating conversation
- Creating opportunities
- Encouraging ideas and thoughts
- Challenge and build on systems and processes

#### **Be Brave, Speak Up**

No matter their role, we encourage every employee to contribute, be constructive, honest, have conversations that matter and listen. In our employees' own words, we commit to:

- Share our thoughts
- Create the environment to encourage speaking up
- Listen and understand
- Propose solutions/improvement rather than highlight problems
- Intervene when needed, especially for safety

#### **Be a Team, Deliver Together**

We encourage teamwork, inclusion and collective ownership of our business effort and results. In our employees' own words:

- Build relationships and collaborate
- Share goals and grow together
- Listen, understand and make informed decisions
- Celebrate achievements and have fun!
- Be inclusive
- Have each other's back

#### **Be Mindful, We Care**

We encourage Safety-focus, Awareness, Teamwork and Integrity. In our employees' own words, we commit to:

- Safety focus (physical and mental)
- Be conscious of other's capacity to deliver
- Honesty and integrity
- Mindful of business direction and success
- Take stock of our achievements
- Learn everyday, reflect
- Care enough to act

# INCLUSION



According to the Diversity Council of Australia, Inclusion in the workplace is achieved when a diverse group of people feel they are:

- RESPECTED for who they are and able to be themselves
- CONNECTED to their colleagues and feel they belong
- CONTRIBUTING their perspectives and talents to the workplace; and
- PROGRESSING in their career at work (have equal access to opportunities and resources)

**Graphic from Diversity Council of Australia**

SEA Gas' definition of inclusion is the achievement of work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success.

We look to our employees, especially our managers and supervisors, to model the appropriate standards of behaviour at all times. Importantly, we have a complaints resolution process to handle related issues and protect the rights of all employees.

## FAIR TREATMENT AND RESPECT

SEA Gas upholds the right of every employee to be treated fairly and with respect. This focus means that we will honour our employees' rights to privacy and provide our employees with performance feedback to achieve their job requirements and clear expectations of workplace behaviour.

Importantly, we will not tolerate discrimination in our organisation. Our Equal Opportunity and Workplace Harassment Policy ensures that all employees are free from harassment, bullying and discrimination.

## EQUAL OPPORTUNITY

SEA Gas promotes equal opportunities for all employees regardless of race, gender, national origin, marital status, sexual preference, age, disability, pregnancy, family responsibilities and religious or political convictions. Our employees undergo an annual KPI setting and performance development exercise, and regular reviews to ensure that they continue to deliver for the business and develop their skills and careers.

## EVERYONE CAN CONTRIBUTE

Delivering as part of the team is part of the SEA Gas Way. All our employees are encouraged to contribute within their teams and to the broader business. Be a Team, Deliver Together, Be Creative, Think Beyond, Be Brave, Speak Up and Be Mindful, We Care are our values and they speak directly to this focus. We welcome and value everyone's contribution.