



**Oil Search**

## **Diversity & Inclusion Policy**

**Approved by the Board on 12 December 2019**

**Richard Lee**  
Chairman

**Peter Botten**  
Managing Director

## 1. Purpose and Scope

This Policy applies to all Directors, employees and contractors of Oil Search. It is aligned with the ASX Corporate Governance Principles and Recommendations and the Oil Search Code of Conduct.

Oil Search recognises that a diverse, inclusive and representative workforce is a competitive advantage and will contribute to improved operating performance and the achievement of strategic objectives.

By prioritising diversity and inclusion as a key business imperative, Oil Search is building a workplace where people are valued for the different perspectives, skills and capabilities they offer, and can perform at their best to achieve their potential.

A diverse and inclusive workforce supports the organisation to attract and retain outstanding talent, better understand the needs of our stakeholders and communities, identify opportunities for innovation, enhance productivity and improve safety while minimising business risks.

Oil Search seeks to align the workforce composition with the local communities that the Company operates in. A broad definition of diversity is adopted including diverse representation of gender, relationship or family status, sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background, socio-economic background, perspectives, thinking styles, experience and other individual differences.

## 2. Implementation and Commitment

Creating an inclusive culture that values and actively engages with diversity is aligned with the Oil Search Code of Conduct principle to treat all people with respect.

There is zero tolerance for any type of discrimination, harassment, bullying, vilification or victimisation. This is outlined in the Code of Conduct and there are procedures in place to address breaches of the Code. The Code also outlines the values and behaviours expected of employees and leaders and these support an inclusive workplace.

Oil Search is invested in a range of programmes and activities to progress our diversity and inclusion efforts. These include, but are not limited to:

- Working to create fair and equitable people processes and decisions relating to recruitment, selection, onboarding, performance management, talent identification/succession planning, career development, promotion and retention;
- Increasing the capability of our leaders and hiring managers to identify unconscious bias and take action to lead inclusively;
- Investing in targeted programmes to attract, develop and retain a broader and more diverse pool of skilled and experienced employees and future leaders;
- Providing flexible options that assist employees to meet their work and personal commitments, whilst progressing a rewarding career;
- Offering parental leave to accommodate the needs of employees with family responsibilities and providing employees with opportunities (without obligation) to stay connected to the organisation whilst on leave.

## 3. Governance

The Oil Search Board retains ultimate ownership of the Diversity and Inclusion Policy and is accountable for its implementation. This Policy is reviewed by the Board and updated periodically to ensure it continues to meet the needs of the organisation and align with market expectations and industry best practice. The Board is also responsible for setting measurable diversity and inclusion objectives for the organisation and for annually reviewing the organisation's progress towards these objectives.