



Diversity Policy

The Company is committed to providing an environment in which all employees and consultants are treated with fairness and respect, and have equal access to opportunities available at work. The Company believes diversity enables it to attract people with the best skills and attributes, and contributes to the achievement of the Company's corporate objectives.

Diversity at Empire Energy Group Limited

Diversity at the Company refers to all the characteristics that make individuals different from each other. The Company takes positive steps to ensure that current and prospective employees are not discriminated against, either directly or indirectly, on the characteristics such as gender, age, disability, marital status, sexual orientation, religion, ethnicity or any other area of potential difference. We value the differences, needs and contributions a diverse workforce represents.

The Company extends this positive attitude in respect of diversity to our consultants and stakeholders.

Gender Diversity

The Company is committed to gender diversity at all levels of the organisation. Gender equality is a key component of the Company's diversity strategy. Subject to the current size and operations of the Company, the Board is strongly committed to increasing the representation of women at senior levels of management.

Policy

The Diversity Policy applies to all employment levels of the Company including professional consultants. The Company seeks to employ, retain, and develop employees for the long term, assisting in their development and the development of the culture and values of the Company. This is achieved by promoting the value of different perspectives, ideas and benefits brought by engaging employees from all available talent.

The Company is committed through the application of its Diversity Policy to creating an environment where:

- a) there is a tolerance of difference. The Company will ensure that all employees and consultants are treated fairly and with respect and dignity;
- b) the ability to contribute and access opportunities is based on merit. The Company will adopt and actively encourage those practices and procedures that enable employees and consultants to contribute to the best of their ability; and
- c) inappropriate attitudes or behaviours are confronted. The Company will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes.

Strategies

Strategies adopted to assist in achieving the Company's diversity objective include:

- facilitating a corporate culture that embraces diversity and recognises employees at all levels have responsibilities outside of the workplace;
- ensuring that meaningful and varied development opportunities are available to all employees to enhance the retention of new employees and promotion of existing employees;
- recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments; and
- reviewing succession plans to ensure an appropriate focus on diversity.

Recruitment

The Company is committed to promoting a corporate culture which embraces diversity. Professional recruitment agencies may be engaged by the Board or Remuneration Committee when selecting candidates for new directors and employees. This will ensure prospective employees or new directors are selected from a diverse pool of qualified candidates.

Documentation, including person specifications, job advertisements, application forms and contracts will include no direct or indirect discrimination. Company procedures including interviews, reference checking and testing will be undertaken in such a way so as to ensure the absence of discriminatory practice.

Ongoing diversity training and education are available to Directors and Senior Executives, to ensure all employees are treated fairly and evaluated objectively. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

All decisions associated with career advancement, including promotions, transfers and other assignments will be determined on merit.

Responsibility

In order for this policy to operate, it is essential that employees at all employment levels are responsible for the elimination of discriminatory practices, and for the creation of a diverse and tolerant workplace.

The Remuneration Committee or the Board as a whole is responsible for:

- a) Implementation of the diversity policy
- b) Ensuring compliance with the diversity policy
- c) Ongoing monitoring of the diversity policy as well as progress against achieving the measurable objectives set by the Board;
- d) Reviewing the progress against the Company's diversity strategy and identifying any changes or new initiatives required to improve diversity; and
- e) Assessing (at least annually) the measurable objectives for achieving gender diversity and the progress in achieving them.

Breach of Policy

Disciplinary action, which may include dismissal, will be taken against anyone found to be guilty of a breach of this policy.

Compliance

The Company will meet its obligations with respect to the issue of 'diversity', as may be required in accordance with the ASX Corporate governance principles and recommendations and any other regulatory requirements, including by:

- 1) Establishing this policy as a compliant policy under ASX guideline 1.5(a) by:
 - a. the Board establish measurable objectives for gender diversity
 - b. the Board assess annually the objectives set for achieving gender diversity; and
 - c. the Board assess annually the progress towards achieving the objectives set
- 2) Disclosing this policy or a summary of it under ASX Guideline 1.5(b).
- 3) Reporting annually in the terms of ASX Principle 1.5(c) and disclosing:
 - a. the measurable objectives for achieving gender diversity set by the Board in the terms of this policy
 - b. the progress from time to time towards achieving them
 - c. the proportions in the group (relative to the male counterparts) of:
 - female employees
 - females in senior executive positions
 - females on the Board

Communication

The Company commits to the communication of this policy within the group and to its shareholders and the market, including the website:

- by way of transparency and accountability; and
- to better promote the prospects of attainment of the principle

Accountability

Reporting and accountability in the terms of this Policy will be a period item on the Board agenda.

At least annually the Remuneration Committee will report to the Board on progress towards attainment of Policy objectives and otherwise to facilitate the Board meeting its compliance.