

## Diversity Policy

### Vision

Toro Energy Limited (the Company) is committed to an inclusive workplace that embraces and promotes diversity.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives and recognise that team members may assume changing domestic responsibilities throughout their careers.

### Objectives

The Company has a number of objectives in place to continually work towards its vision. These objectives include:

- Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Australian population;
- Continue to grow the number of women employed by the Company;
- Continue to assist indigenous Australians to access employment opportunities through our Company; and
- Provide people with disability employment opportunities and career advancement.

### Principles

We reward and promote our employees based on assessment of individual performance, capability and potential.

The Company is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

### Policies and Procedures

Policies and procedures implemented to promote diversity include:

- Equal Employment Opportunity (EEO) policies that deal with discrimination and harassment;
- Recruitment policy designed to attract candidates on merit;
- Internal Grievance Procedures designed to manage conflicts in the workplace as well as issues of misconduct;

- A code of conduct that encourages fair treatment of employees and the reporting of unethical behaviour;
- A Workplace Safety Program designed to prevent bullying in the workplace;
- Policies to provide flexible work practices, such as flexible working arrangements;

### **Measures and Accountabilities**

The Managing Director will monitor the progress and report to the Remuneration Committee on the effectiveness of diversity related initiatives. Due to the size of the Company, the board has chosen to adopt a small number of measurable objectives on which the Company will report.

Approved: 17 June 2016