



ONE MISSION : ONE ENERGY : NEWENERGY

# Diversity Policy

## People and Culture

**Mission NewEnergy Limited**  
ACN 117 065 719

# Diversity Policy – People and Culture

## 1. Objective

- 1.1 To embrace the diversity of skills, ideas and experiences of an individual and recognise that a workforce made up of people with differences in age, gender, sexual orientation, disability, religion or national origin or social origin contributes to Mission NewEnergy Limited's success and organisational strength.
- 1.2 To ensure all employees are treated with fairness and respect

## 2. Scope

- 2.1 This policy applies to all employees of the Mission NewEnergy Limited group of companies.

## 3. Our Commitment to Diversity

Mission NewEnergy Limited is committed to embedding a corporate culture that embraces diversity through;

- Recruitment on the basis of competence and performance and selection of candidates from a diverse pool of qualified candidates,
- Maintaining selection criteria that does not indirectly disadvantage people from certain groups,
- Provide equal employment opportunities through performance and flexible working practices,
- Maintain a safe working environment and supportive culture by taking action against inappropriate workplace and business behaviour that is deemed as unlawful (discrimination, harassment, bullying, vilification and victimisation),
- Promote diversity across all levels of the business

- Undertake diversity initiatives and measuring their success
- Regularly surveying our work climate
- The Board of Directors establishing measurable objectives in achieving gender diversity

#### **4. Application and Review**

- 4.1 The Board of Directors will review Mission's diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives for achieving diversity. This policy will be reviewed regularly and updated as required.