

# Diversity Policy



## Introduction

Triangle Energy (Global) Limited (**Triangle / the Company**) (ASX:TEG) recognises its talented and diverse workforce as a key to the Company's success, which is a reflection of the quality and skill of its people. Triangle is committed to seeking out and retaining the finest candidates to ensure top business growth and performance.

Diversity management benefits individuals, teams and the Company as a whole. The Company recognises that each employee brings their own unique capabilities, experiences and characteristics to their work and recognises diversity at all levels of the Company from the Board of Directors down.

## Scope

Triangle believes in treating all people with respect and dignity. It strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences. The Company is committed to employing the best people to do the best job possible and recognises the importance of reflecting the diversity of its workforce.

This Diversity policy applies to all Triangle employees, including contractors and consultants acting on the Company's behalf and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment. To the extent practicable, Triangle will address the recommendations and guidance provided in the ASX Corporate Governance Principles and Recommendations.

## Policy

When valuing and managing diversity Triangle will:

1. Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside;

2. Promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives through improved awareness of the benefits of workplace diversity, human resources policies, systems and processes and successful management of diversity;
3. Build and maintain a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification;
4. Set measurable objectives for gender diversity which will be monitored and reviewed against the effectiveness of this policy and associated procedures. The Board will consider setting key performance indicators for the Board, the Managing Director and senior executives that are linked to the achievement of these diversity objectives;

These measurable objectives are:

|                             |     |
|-----------------------------|-----|
| Employees and Consultants   | 35% |
| Senior Executives           | 20% |
| Female Members of the Board | 1   |

5. Build a workforce that is provided with opportunities to develop skill and experience for career advancement, learning and development;
6. Ensure that succession and talent management processes provide the necessary learning and development opportunities to develop the skills and experience necessary for employees to be considered for advancement to more senior roles, including the executive team and the Board;
7. Ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination;
8. Ensure that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for all available roles;

9. Ensure that our standards and procedures address specific barriers to groups of employees, by developing flexible work practices to meet the differing needs of employees;
10. Comply with equal opportunity and anti-discrimination legislation; and
11. Ensure transparency of board processes, review and appointments. Refer to the Board Charter for further detail relating to the roles and responsibilities of the Board.

## **Responsibilities**

It is the responsibility of all directors, officers and employees to comply with the Company's Diversity Policy and report violations or suspected violations in accordance with this policy.

Senior Executives are responsible for understanding their role in promoting diversity, communicating and implementing policies and procedures effectively and working with staff to integrate the values of diversity into employment practices. Everyone working at Triangle is responsible for understanding this policy and incorporating it into their daily work practices.

## **Compliance**

Any breach of compliance with this Diversity Policy is to be reported directly to the Chairman or the Managing Director.

## **Review**

This policy will be reviewed on an ongoing basis and at least annually to reflect changes in law, demographics and company structure.