

**Clancy Exploration Limited**  
**ACN 105 578 756**

## **DIVERSITY POLICY**

**Effective 5 July 2011**

## **VISION**

Clancy Exploration Limited ("Clancy Exploration") recognises the benefits of diversity where people from different backgrounds can bring innovations, ideas, understanding and solutions to the company. Clancy Exploration believes that increased diversity will add to efficiency, stakeholder satisfaction and the realisation of the company's goals and vision in the future.

It is for these reasons that the Board of Clancy Exploration has adopted this Diversity Policy as a means of enhancing the company's performance by recognising and utilising the contribution of diverse skills and talent from its Employees, Officers and Directors.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

## **AIMS**

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

The Board aims to foster an environment where:

1. Individual differences are respected.
2. The ability to contribute and access employment opportunities is based on performance, skill and merit regardless of age, gender, ethnicity, sexuality, physical ability or cultural or religious beliefs.
3. Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.
4. Equal opportunities in respect to employment and employment conditions are actively promoted.

## **POLICY STATEMENT**

Valuing and managing diversity means that Clancy Exploration will:

- Facilitate equal employment opportunities based on criteria that include previous experience, demonstrated skills, relative ability, performance and/or potential and the ability to add to the diversity of the workforce;
- Help to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification;
- Make a contribution to the economic, social and educational well-being of all of the communities it serves;
- Meet the relevant requirements of domestic and international legislation appropriate to Clancy Exploration's operations in Australia and any international operation; and
- Seek to establish measurable objectives and monitor and report on the achievement of those objectives as the Company becomes larger.

## **ACHIEVING DIVERSITY**

The Diversity Policy links directly to Clancy Exploration's Code of Conduct. It supports the development of a high-performance culture and reinforces our Values with diversity integrated into the business processes to deliver enhanced workplace, customer and community outcomes. In that regard the Company aims to achieve its Diversity Objectives by:

1. The Board including the Managing Director ensuring appropriate selection criteria based on diverse backgrounds, skills, experience and perspectives are used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. When recruiting, the Board including the Managing Director will attempt to present a diverse pool of candidates to the Company for consideration, and may engage professional consultants as necessary to assist in the hiring process.
2. Providing internal and external training opportunities based on merit and in light of Company and individual needs to enable the development of an individual's full potential.
3. Introducing structured professional and mentoring programs for the development of the skills and experience required for career advancement and ensuring that the programs are made available to employees and Board members on merit.
4. Ensuring that the work environment is free from harassment and that complaints or reports of sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the Company.
5. Developing a culture that is aligned with and promotes the attainment of the diversity principle and which assists all employees, including Board members, to balance their work, life and family responsibilities.

## **GENDER DIVERSITY**

As a priority, the Company will focus on the participation of women on its Board and within senior management.

The Company will disclose in each Annual Report the proportion of women employees in the whole organisation, in senior executive positions and on the Board.

## **REPORTING RESPONSIBILITY**

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

## **COMPLIANCE WITH DIVERSITY POLICY**

Any breach of compliance with this Diversity Policy is to be reported directly to the Managing Director or Chairman, as appropriate. Clancy Exploration does not tolerate non-inclusive behaviour. To achieve this Clancy Exploration expects its employees to:

- Uphold and demonstrate Clancy Exploration's Code of Conduct;
- Understand and comply with Diversity policies and procedures;
- Be assertive to prevent inappropriate and non-inclusive behaviours of discrimination, harassment, bullying, victimisation and vilification;
- Willingly adapt their behaviours if required to ensure appropriate workplace conduct

The Board of Directors is responsible for adopting and monitoring the company Diversity Policy.