

## Diversity Policy

### General Purpose and Objectives

Alligator Energy Limited (AGE or the Company) respects and values the competitive advantage of diversity (which includes but is not limited to gender, age, ethnicity and cultural background), and the benefit of its integration throughout the Company in order to enrich the Company's perspective, improve corporate performance, increase shareholder value and maximise the probability of achievement of the Company's goals.

### Principles

In furtherance of the Company's commitment to the Principle, the Board wishes to give effect to the Recommendations of the ASX Corporate Governance Principles and Recommendations (with 2013 amendments) (**ASX Principles**), in particular Recommendation 1.5.

The Company will put the Principle into practice in the following manner:

Strategically and operationally, by:

- being attuned to diverse strategies to deliver the Company's objectives with respect to diversity;
- being attuned to diverse corporate, business and market opportunities; and
- being attuned to diverse tactics and means to achieve those strategies

Through management, by:

- adding to, nurturing and developing the collective relevant skills, and diverse experience and attributes of personnel within the Company;
- ensuring that the Company's culture and management systems are aligned with and promote the attainment of the Principle.

The Company will develop strategies, initiatives and programs to promote the Principle, including the achievement of gender diversity.

Whilst considering the current size and scale of the Company, the Board will set measurable objectives, and targets or key performance indicators (**KPIs**), for the strategies, initiatives and programs to achieve gender diversity.

AGE aims to achieve these objectives by:

- the Board establishing and reviewing on an annual basis, measurable objectives in support of diversity that will be transparent and achievable for the current size and scale of operations of the Company.
- Recruiting on the basis of an individual's ability to carry out all of the role work in an acceptable manner and managing on the basis of an individual's competence and performance.

- Promoting a work environment that acknowledges and values the variety of backgrounds, experiences and perspectives of an individual through awareness of the benefits of diversity in the workforce.
- Fostering an environment and culture that is inclusive and supportive of the individual in a manner that enables them to achieve their full potential.
- Promoting diversity through visible actions by the Board and management.
- Taking the appropriate action to prevent or address discrimination, bullying and harassment.

### **Compliance Requirements**

The Company will meet its obligations with respect to the issue of diversity, as may be required under the ASX Principles and other regulatory requirements (if any), including by:

- establishing this Policy as a compliant policy under ASX Principles Recommendation 1.5.
- establishing measurable objectives for achieving gender diversity.
- the Board assessing annually the measurable objectives for achieving gender diversity and the progress towards achieving them.
- disclosing this Policy or a summary of it under ASX Principles Recommendation 1.5 together with an annual disclosure on performance against the stated objectives.

### **Accountability**

The Board retains ultimate accountability for this Policy and has delegated responsibility for implementation of this Policy to the CEO.

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

All staff are accountable for their own behaviour both on site and in their general behaviour in relation to acknowledging and accepting diversity in the workplace.

### **Overriding Caveat**

Nothing in this Policy shall be interpreted so as to endorse any of the following matters:

- the principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives.
- any discriminatory behaviour by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel.
- any existing person within the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

Date approved: 30 January 2015