

## Equal Employment Opportunity Policy (EEO)

### 1. Purpose

The purpose of the policy is to establish the standards and integrity involved in hiring and promotion decisions and is intended to ensure the Company has a working environment in which no employee or worker feels under threat or intimidated.

### 2. Introduction

We recognise that discrimination is unacceptable and, although equality of opportunity has been a long-standing feature of our employment practices and procedures, we have made the decision to adopt a formal EEO policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

The aim of the policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

All private contractors will be referred to this policy, which can be found on the Company's website at <https://denisongas.com.au/corporate-governance/>, and are required to conduct themselves in a manner consistent with the Company's position regarding equality of opportunity in employment.

The Company will comply with relevant and applicable Equal Opportunity, Anti-Discrimination and Affirmative Action legislation, regulations and supporting laws.

### 3. Commitment

- The Company is an equal opportunity employer.
- The Company will not tolerate discrimination, vilification, victimisation and sexual harassment of its employees.
- This policy does not override any relevant laws or regulations. It is a condition of employment that employees of the Company comply with this policy and other applicable laws and regulations.

### 4. Recruitment and Selection

The recruitment and selection process is crucially important to any EEO policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.

Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

We will adopt a consistent, non-discriminatory approach to the advertising of vacancies. We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.

All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.

Short listing and interviewing will be carried out by more than one person where possible. Interview questions

will be related to the requirements of the job and will not be of a discriminatory nature. Selection decisions will not be influenced by any perceived prejudices of other employees.

## 5. Review of Policy

This policy will be reviewed by the Company from time to time to determine its appropriateness to its needs and, if required, be amended to suit the requirements of the Company and adherence to the law.

| VER* | Approved By | Approval Date |
|------|-------------|---------------|
| 3    | The Board   | 06/03/2022    |