



**Diversity & Inclusion Policy**  
**CG 1.5**

**Approved by the Board on 26 May 2021**

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Michael Utsler  
Executive Chairman



## **Otto Energy Limited Diversity & Inclusion Policy CG 1.5**

### **Introduction**

This policy applies to all Directors, employees and contractors working for or on behalf of Otto Energy. It is aligned with the ASX Corporate Governance Principles and Recommendations and the Otto Energy Code of Conduct.

### **Objectives**

Otto Energy Ltd recognises that a talented, diverse and inclusive workforce is a key competitive advantage. A diverse and inclusive workforce supports the organization to attract and retain outstanding talent, better understand the needs of our stakeholders and better enable us to identify opportunities for innovation, enhance our productivity and improve our performance while enabling us to minimise our business risks.

Otto Energy Ltd is committed to an inclusive workplace that embraces diversity and values, respects and leverages the unique contributions of people with diverse backgrounds, experiences and perspectives. Our policy is to recruit and manage on the basis of competence and performance regardless of age, nationality, race, gender, religious beliefs, sexuality, physical ability or cultural background. It is essential that we have the right person for the right job and that we deliver at a high level of performance.

### **Implementation and Commitment**

Creating an inclusive culture that values and actively engages diversity is aligned to Otto Energy Ltd core values.

There is zero tolerance for any type of discrimination, harassment, bullying, vilification or victimisation. This is outlined in our Code of Conduct and there are procedures in place to address breaches of this Code. The code also outlines the value and behaviours expected of employees and leaders which supports the creation of a more inclusive workplace.

Otto Energy will work to achieve these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives for achieving improvement in the diversity and inclusion mix of the workforce.
- Board commitment is to support diversity initiatives within both Otto Energy Ltd and the business community.
- Recruiting and managing on the basis of an individual's competence and performance.
- A work environment that values and utilises the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity and inclusion.
- Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- Fostering an inclusive and supportive culture to enable people to develop to their full potential.
- Promoting diversity through our actions and interactions.
- Taking action to prevent and stop discrimination, bullying and harassment.



### **Application**

The Board and Managing Director/Chief Executive Officer of Otto Energy Ltd are accountable for ensuring this policy is implemented. The Board of Directors will review Otto's diversity practices at least annually and will monitor progress toward the achievement of measurable objectives. This policy will be reviewed regularly and updated as required.

This policy applies to all personnel, contractors and joint ventures engaged in activities under Otto's operational control. This policy does not form part of an employee's contract of employment with Otto Energy Ltd, nor give rise to contractual obligations.

### **Policy history**

Last review:	November 2022
Review frequency:	As required