



Diversity and Inclusion Policy

Purpose

The purpose of this Diversity and Inclusion Policy (**policy**) is to outline Genesis Energy Limited's (**Genesis** or the **Company**) commitment supporting a diverse and inclusive environment, which is essential to driving sustainable commercial success and creating a high performing growth culture.

Scope

This policy requires Directors, all employees and contractors¹ and any person who represents Genesis and its subsidiaries (**Genesis Persons**) to carry out their day-to-day responsibilities in a manner that is consistent with the intent of this policy.

Diversity Statement

The Genesis Board of Directors (**Board**) and all Genesis leaders acknowledge the importance of leadership in diversity and are committed to promoting diversity and inclusion throughout the Company.

Genesis is committed to providing an environment:

- (a) where all individuals are treated fairly;
- (b) free from discrimination, harassment and victimisation;
- (c) where capability and achievement is rewarded;
- (d) where the insights and perspectives of all people are encouraged and valued; and
- (e) where all people feel they belong.

Genesis believes that embracing diversity and focussing on inclusivity is essential to the achievement of its long-term strategy and commercial success. Building a more diverse and inclusive environment enables Genesis to get the best from its people and deliver greater value to its customers.

Diversity encompasses differences that relate to, but are not limited to, gender, marital status, religious belief, colour, race, ethnicity or national origin, disability, age, political opinion, employment status, family status or sexual orientation.

Genesis' beliefs on diversity and inclusion are anchored around diversity of thought resulting from employee experiences, capabilities and backgrounds and the Company's approach to creating a workplace where everyone feels they belong.

Practical Application

Principles of diversity and inclusion are integrated into all aspects of the Company's business, to achieve modelling and reinforcement of our culture. Such principles are essential drivers of the Genesis recruitment and selection processes (including Board appointment recommendations and internships), are incorporated in the Company's approach to personal and professional development, talent management approaches, flexible working remuneration practices. Fair and equitable rewards and benefits are monitored through the 'Minding the Gap' Programme and this policy. Feedback and engagement with employees is achieved through transparent

¹ For avoidance of doubt, contractors are individuals embedded within Genesis who work alongside Genesis employees, usually in an office environment, and under the direction of a Genesis manager, and employees includes secondees to the Company.



reporting. Regular surveys to understand differing needs of inclusion inform internal working groups. Understanding drivers of inclusion form part of learning programmes for everyone.

Genesis believes that enhanced customer service, communication and product innovation can best be achieved through a workforce that appreciates and reflects the diversity of its customer base. Similarly, meaningful engagement with investors, key stakeholders and the communities in which Genesis operates can be enhanced through the understanding and empathy that diversity provides.

Embedding inclusion at Genesis will create a strong corporate ethos that resonates across employee, customer, supplier, investor, and broader stakeholder groups.

Performance Measurement and Reporting

The Board will establish measurable objectives for achieving diversity and to quantify Genesis' effectiveness in implementing this policy and inclusion initiatives.

Management will review and monitor the Company's progress against the diversity and inclusion strategy on a quarterly basis, with a report provided to the Board's Human Resources and Remuneration Committee annually, to allow directors to assess the progress being made to achieve the measurable objectives, and any changes to the diversity and inclusion strategy and this policy for the following 12-month period. Matters of Pay Equity are measured and reported to the Human Resources and Remuneration Committee on an annual basis.

Key metrics (including those required by stock exchange rules or legislation) will be published annually in the Company's annual report along with commentary from the Board on the achievement of the Company's diversity and inclusion objectives

Accountabilities

The Board is responsible for Genesis' diversity by:

- (a) providing governance and ensuring Management accountability for Genesis' diversity and inclusion strategy and objectives; and
- (b) determining how Genesis measures and reports diversity and inclusion.

Senior management is responsible for implementing the Diversity and Inclusion Policy and for ensuring that all Genesis Persons are made aware of this policy and its contents.

All Genesis Persons are accountable for the on-going compliance with this policy and relevant Standards and the Code of Conduct and Ethics.

Review of this Policy

The Board is accountable for approving this policy and any amendments to it. The Board will review this policy every 24 months or earlier if determined by the Board.

Last approved: December 2018