



## Equality and Diversity Policy Parami Energy Group of Companies

PARAMI ENERGY GROUP OF COMPANIES is committed to an Equality and Diversity Management Policy that is aligned with our Human Rights Policy.

**Introduction:** Parami does not discriminate against anyone based on their race, ethnicity, religion, age, disability, gender, sexual identity, or cultural practice. Parami aims to foster an inclusive environment where all employees are treated with respect.

- Employees should exercise fairness, proper courtesy, consideration and sensitivity in dealing with, customers and stakeholders. Parami Energy promotes discourse that is professional, honest, and with respectful.
  - This policy is aligned with the Company's Code of Conduct policy, thus which some overlaps will be seen. This policy applies to all employees, officers and directors of the Company, and its related subsidiaries or group of companies.
1. Parami is committed to enforcing a positive work environment. As outlined in our Human Rights Policy, we employ a firm Non-Discrimination Policy. Employees must comply with this policy and avoid all actions that have potential to result in discrimination. Practices and procedures must:
- a. Show respect for all races and religions.
  - b. Provide a safe working environment for all personnel.
  - c. Prohibit physical, sexual or psychological harassment to any person, group or nationality.
  - d. Insure that no employee will be favored because of a particular race, religion, gender, culture, or ethnicity. The Parami metrics for employment will be based on merit.
  - e. Report any indication of unfair treatment or ill will (please follow the Whistle - blowing Policy and/or the Grievance Policy procedures, whichever is most appropriate to the situation).
  - f. Parami has a zero tolerance policy for harassment and bullying.

This Non-Discrimination policy applies to interactions with colleagues, customers, and stakeholders. This is the context in which we conduct our business. Our Grievance Policy for Employees outlines the appropriate channels for those who have experienced any discrimination.

Revised by Marga McElroy  
Compliance Advisor  
February 2018

# **SECTION 1**

## **EQUALITY AND DIVERSITY**

### **MANAGEMENT POLICY**





PARAMI ENERGY



WE SUPPORT

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