

19 August 2020

Diversity Policy

1. Policy Statement

Clean TeQ Holdings Limited (**Company** or **Clean TeQ**), the Board of Directors (**the Board**) and Executive Committee (**ExCo**) recognise that workplace diversity is a key driver to the overall success of our organisation, delivering improved organisational performance and an enhanced workplace culture. This policy outlines Clean TeQ's commitment to fostering a culture that embraces diversity and provides a respectful working environment.

2. Scope

This policy applies to all Clean TeQ employees and the Board, including contractors and consultants acting on behalf of the company. It includes the recruitment and selection process, terms and conditions of employment, including pay, promotion and training.

Diversity at Clean TeQ refers to all characteristics that make individuals different from one another, including gender, marital or family status, ethnicity, cultural background, religion language, sexual orientation, disability, age or any other area of potential difference.

3. Policy Content

3.1 Diversity Strategies

Clean TeQ commits to developing diversity through a range of strategies, including the following:

- The Board will endorse measurable objectives for achieving improvement in diversity;
- An annual assessment by the Board, of diversity objectives and progress;
- Provide a safe and respectful workplace, free from any form of discrimination, harassment or bullying;
- Create a culture that embraces diversity and understands that diverse workplaces drive better financial and cultural outcomes;
- Develop a culture that recognises employees at all levels have responsibilities outside of the workplace;
- Provide a flexible and family friendly working environment;
- Ensure meaningful and varied development opportunities are available to all employees to enhance employee retention, promotion of existing employees and development of the talent pipeline;
- Recruit from a diverse pool of applicants for all positions (including Board, senior management, professional and technical appointments) based on merit, skills, experience and qualifications;
- Identify and mitigate any biases preventing diversity success;
- Promote this policy and awareness of Clean TeQ's diversity objectives and initiatives.

3.2 Responsibility and Accountability

The Board is responsible for endorsing measurable objectives and will review their effectiveness. The Board will also review progress of the objectives as a key performance indicator (KPI) on its annual performance assessment.

The CEO of Clean TeQ is responsible to the Board for ensuring this policy is implemented.

All Clean TeQ leaders are responsible for understanding their role in promoting workplace diversity and to integrate the values of diversity through supporting the delivery of Clean TeQ's diversity initiatives.

All Clean TeQ's directors, officers, employees and contracting partners are responsible for supporting workplace diversity and ensure their behaviours are consistent with this policy.