

SINO GAS & ENERGY HOLDINGS LIMITED

DIVERSITY POLICY

Summary

Sino Gas & Energy Holdings Limited (**Company** or **SGEH**) has adopted this diversity policy to guide the Company's employees and board of directors (**Board**) in developing and achieving its diversity objectives.

SGEH values diversity among our workforce. The Company seeks to employ, retain and develop employees for the long term, assisting in their development and the development of the culture and values of the Company. This is done by promoting the value of different perspectives, ideas and benefits brought by engaging employees from all available talent.

This policy takes notice of the Principles of Good Corporate Governance and Best Practise Recommendations 2nd Edition as established by the ASX Corporate Governance Council (**ASX Principles**). However, this is not incorporated into (and does not form a part of) this policy.

Diversity

The Company seeks to develop a culture of diversity within the Company whereby a mix of skills and diverse backgrounds are employed by the Company at all levels. The company values the benefits brought to the Company by employees from a variety of backgrounds including:

- Gender
- Age
- Geographical location
- Ethnicity
- cultural and religious background
- education
- experience
- flexibility

Statement of Corporate Goals

This Company strives to:

- (a) Develop and maintain a diverse and skilled workforce through transparent recruitment processes;
- (b) Promote an inclusive workplace culture that values and utilises the contribution of all employees backgrounds, experiences and perspective through improved awareness of the benefits of workforce diversity;
- (c) Facilitate diversity in the workplace by developing programs that promote growth for all employees, so each may reach their full potential, and providing maximum benefit for the Company;
- (d) Review the demographic profile at all levels of the Company (considering any patterns or gaps that are apparent);
- (e) Set measureable objectives to encourage diversity within the Company.

The Board, will develop objectives that will work towards achieving these goals. The objectives will be reviewed and analysed regularly to assist the Company to benefit from a diverse workplace. The analysis derived from the review of the objectives will be disclosed in the Company's annual report, demonstrating progress made towards achieving each objective.

Objectives

The Board has identified the following as being relevant achievable objectives for the company at this time, to assist in working towards a balanced representation of diversity in the Company:

- (a) Review the number of women employed by the Company at each wage level (Board, Senior Management, Whole of Organisation, each wage Level), noting whether they are employed on a full time or part time basis;
- (b) Review employment options provided to employees having regard to their domestic responsibilities and implement improvements in recruitment and retention through creating flexible working options and equitable participation in company incentive plans;
- (c) Identify what the Company considers to be key values and criteria for recruitment at all levels of the Company. Consider how implementation of these key values and criteria may promote an inclusive workplace culture.
- (d) Seek input from employees on a voluntary basis to review levels of diversity and perceived culture of diversity within the company;

Policy history

Established:	December 2011
Last review:	
Review frequency:	Annually or as required