

Otto Energy Ltd Diversity Policy

1. Objectives

Otto Energy Ltd recognises that a talented and diverse workforce is a key competitive advantage.

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.

2. Strategy

Otto Energy Ltd achieves these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives for achieving improvement in the diversity mix of the workforce and particularly gender diversity.
- Board commitment is to supporting 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;
- 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.

3. 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: June 2011

Review frequency: Annually or as required