



Zenith Energy Diversity & Inclusion Policy

POL-000028

8/03/2023

Diversity & Inclusion Policy

Zenith Energy recognizes that a diverse and inclusive workplace, including gender, age, ethnicity, and cultural background is essential and a key to our longer-term success. Zenith Energy is committed to promoting diversity and providing an inclusive, respectful environment where all our employees feel they belong, are safe and can perform to the best of their abilities.

Zenith Energy’s commitments are to:

- Promote diversity and provide a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit.
- The right people are recruited and promoted for the right job regardless of race, gender, age, marital status, disability, sexual orientation, nationality, political or religious beliefs, or any other factor not relevant to their competence and performance.


To achieve this Zenith Energy will:

- Recruit and manage employees based on merit, skills, and qualifications.
- Promote a culture that supports difference and enables employees to perform to the best of their ability.
- Provide a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit.
- Identify constraints to diversity success and take action to address the issues.
- Provide a workplace that is free from discrimination and harassment.

Signature:

Date:

Hamish Moffat – Managing Director

Issue No: 3	POL-000028	PAGE 1 of 1	
Issue Date:	Zenith Energy Diversity & Inclusion Policy	Review Due Date:	
30/05/2023	All	30/05/2025	