



Diversity and Inclusion Policy

Purpose

The purpose of this policy is to outline Genesis Energy Limited's (**Genesis** or the **Company**) commitment to diversity and inclusion.

As a socially responsible company and employer operating across Aotearoa, Genesis believes that embracing diversity, focusing on inclusion and providing equitable opportunities is essential to the achievement of our long-term strategy, sustainable commercial success and ensuring we remain an employer and retailer of choice.

Embracing, appreciating and celebrating diversity of backgrounds, experience and perspectives and the unique contributions of all of our people will help Genesis deliver on our purpose of empowering New Zealand's sustainable future.

Scope

At Genesis, our people all share the responsibility of creating a diverse and inclusive culture. Our people include the Board, Management, Employees and Contractors, and any person who represents Genesis and its subsidiaries.

Inclusion and Diversity Statement

At Genesis we value the contribution of all our people. We believe that diversity makes our organisation stronger, more capable and more innovative; we want to have an inclusive culture where everyone feels valued, supported, and that they belong.

Diversity at Genesis includes all the ways in which we differ including, but not limited to: cultural background and ethnicity, age, gender and gender identity, family or parental status, physical and cognitive abilities, religious beliefs, language, education, skills, perspectives and belonging to the Rainbow Community.

Inclusion refers to creating a workplace where people feel they belong; where all differences are valued, respected and leveraged, and everyone has the equal opportunity to learn, develop, contribute and achieve in the workplace.

Genesis' aims to take a leadership role in this space and recognises that we won't always get it right. We will continuously reflect on our practices and seek to learn new ways of understanding and closing our gaps so that we can have an environment where people feel safe to speak up, grow understanding of others, and champion diversity and inclusion.

Our Commitments

What our commitment to diversity and inclusion looks like in practice for:

- (a) Our strategy: principles of diversity and inclusion are integrated into our business strategy and how we operate.
- (b) Our people: we attract, select, develop, promote and retain a diverse group of talented individuals. We provide equitable opportunities and a workplace where everyone feels respected, valued, supported, that they belong and can contribute.
- (c) Our customers: we have a workforce that is empathetic, so that in every interaction our customers are treated with respect and fairness.
- (d) Iwi: we respect the role of Tangata Whenua as kaitiaki of the natural resources and taonga within their rohe



and the Treaty of Waitangi principles.

- (e) Our communities: we operate with care, playing an active and connected role in our communities.
- (f) Our partners and suppliers: we aim to work with organisations who share our diversity and inclusion values.

Accountabilities

At Genesis, everyone shares the responsibility of continuously improving the inclusivity of our culture and contributing to a working environment that is free from all forms of discrimination and harassment and where all team members are treated with respect and empathy.

- (a) All our people are expected to take action, speak up, provide feedback and make everyday decisions that align with the intent of this policy.
- (b) Our leaders are responsible for demonstrating their obligations to this policy, by being aware of and accountable for encouraging diversity and inclusion within their teams.
- (c) Our executive team has overall accountability for ensuring we continue to reflect on our culture through ongoing development and implementation of diversity and inclusion at Genesis including education, strategies, measurement and reporting.
- (d) Our Board provides governance, reviews objectives and ensures our progress is reviewed.

Our success and learnings will be shared regularly and published in our annual report.

Review of this Policy

The Human Resources and Remuneration Committee will review this policy within the third year after the last review of this policy (unless required earlier) to ensure it remains consistent with Genesis' objectives and responsibilities. Any amendments to this policy proposed by the Committee will then be referred to the Board for its approval.

Last approved: May 2021