

Diversity and Inclusion Policy

Purpose

Mint Renewables Limited and its Subsidiaries ("Mint") seeks to harness the power of difference, valuing teams with the broadest possible experience and ensuring that all employees, contractors and members of the communities in which we operate feel welcome, respected and supported.

This policy sets out Mint's commitment to the equitable treatment of all people, and the promotion of diversity within the workforce, by recognising and valuing the distinct contribution that comes from a range of different skills, experiences, perspectives and unique backgrounds. Whilst Mint and its staff would always seek to avoid bias, unconscious bias is an issue that is by definition difficult to manage, deserves attention and needs conscious effort to prevent.

Mint is committed to ensuring the work environment fosters and enhances teamwork and is free from discrimination and other unlawful behaviours.

Policy

Mint's vision and values are integral to the business and underpin the commitment to inclusivity and diversity in the workplace. Employment practices, including recruitment, remuneration, training and performance management, are designed to ensure the best pool of talent is available to it and that people are engaged over the long term. Mint relies on a small team of people and believes that diversity within this team will enable better thinking, increased innovation and allow the business to continue to deliver exceptional results. Mint also believes that an inclusive and diverse workplace and the company's strong belief in the benefits of inclusiveness and diversity will ensure it attracts and retains the best people. Diversity will flourish when the business culture is inclusive and at all levels of the business there is a variety of skills, experiences, views, and attributes gained from life's experiences and backgrounds, including culture, ethnicity, gender, age, disability, religion, sexual orientation, socioeconomic status or otherwise.

Responsibility for Policy

The Board has delegated responsibility for implementation of this policy to the Head of Australia (HoA). In a small business such as Mint it is important that everyone accepts personal and collective responsibility for the culture of the business, and to that end everyone is expected to read, understand, and live by this policy, which should not be a matter of mere compliance.

Governing principle and objectives

Mint's success is built on employing a team of innovative and commercially oriented people with a strong focus on delivering stakeholder benefits. Recruiting staff with the competencies to support business strategies is a critical source of competitive advantage. Employment procedures are designed to ensure fair employment practices, to ensure equal opportunity to all individuals and to ensure we draw from the widest possible pool of potential candidates. The best person for the job will be recruited based on job requirements and merit. This also applies for promotion of employees and executives, and for determining composition of the Board.

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Initiatives

Mint’s commitment to creating diversity is reflective in the following actions:

- Facilitating equal employment opportunities based on ability, performance, and potential, by ensuring the widest range of potential candidates are considered for all roles, at all levels across Mint including the Board;
- Initiatives that support inclusive and flexible work practices (e.g., paid parental leave, flexible work arrangements);
- Active challenge of people processes to identify areas of bias, including recruitment, training, performance management, leadership programs, succession plans, rewards systems, and communication;
- Annually reviewing pay equality at all levels of the organisation to minimise inadvertent discrimination; and
- Building a safe and inclusive workplace by acting against inappropriate workplace behaviour that does not support and encourage diversity.

The following measures are intended to support these actions and will be continuously reviewed in order to identify opportunities to improve diversity:

Enabling Element	Objective	Measure
Recruitment	Maintain diversity in our business.	Recruitment procedures positively identify the backgrounds of candidates which will maintain and potentially increase diversity in our workplace.
Flexible Workplace	Maintain a culture and working environment that is flexible and supportive of people's differing needs and responsibilities within and outside of the workplace.	Where the business is able, people are supported to achieve personal and nonwork priorities, including being permitted to work different hours or from home.
Board Representation	Maintain a diverse skill set on the Board.	Challenge candidate lists for all Board roles to ensure diversity is maintained in recruitment processes.
Culture	Maintain a healthy working environment.	Zero tolerance for bias, even if not intended to offend (e.g., sexist language or inappropriate jokes).

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Gender Diversity

In order to monitor, report and improve the gender diversity of the team, Mint will:

- Regularly record and update data on relevant diversity information, including gender diversity, at the employee, senior management, and Board levels, for review by the Board;
- Monitor the recorded data and consider opportunities to address any emerging challenges to maintaining a diverse and inclusive workplace; and
- Consider the need for additional targets or key performance indicators in respect of diversity, including gender diversity.

Measuring Broader Diversity

Diversity extends beyond only statutory requirements and to help with ongoing understanding of the composition of the workforce, Mint provides optional and confidential opportunities for the workforce to indicate diversity factors and to comment on how inclusivity is encouraged at the company and their inclusivity perceptions as an Employee.

Results of this measurement are presented to the Board and used to determine actions required to enhance diversity in the workplace.

Communication

Mint commits to the communication of this Policy to all employees, contractors, other stakeholders, shareholders, and the market (via its website) and to encourage feedback on the Policy and implementation of the Policy from all stakeholder groups.

Reporting

Reporting and accountability in respect of this Policy will be a periodic item on the Board agenda. At least every 12 months the Head of Country will prepare a report to the Board on progress towards attainment of a diverse workplace; and otherwise, to facilitate the Board in meeting the compliance requirements referred to above.

Overriding

Nothing in this Policy shall be taken to endorse:

- Any discriminatory behaviour by or at Mint, including any subsidiary company;
- Recruitment and promotion on any basis other than job requirements and merit; or
- Any employee feeling prejudiced by this Policy in their career development or otherwise, in light of their own diversity attributes.

Breach of Policy

Any breach of this Policy will be fully investigated and may result in disciplinary action.

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Signed



Peter Cowling
Head of Australia
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