

## **LONGBOAT ENERGY DIVERSITY POLICY AND PROCEDURES**

Longboat Energy plc (“**Longboat**” or the “**Company**”) Diversity Policy has the following principal objectives:

- to build a diverse and inclusive workforce by attracting, developing and retaining high performing individuals regardless of personal characteristics;
- commit to incorporating diversity and inclusion in the Company’s work practices and culture; and
- ensuring that employees are treated fairly and equally, enabling them to reach their full potential.

The procedures to be employed to achieve this policy will include:

- for recruitment:
  - ensuring that Longboat uses gender neutral language in advertised posts;
  - implementing a standard evaluation system for reviewing candidates which removes names and photographs so as to avoid possible bias;
  - ensuring that reasonable workplace adjustments are carried out for any existing, or newly appointed, disabled personnel; and
  - where practical using a diverse set of interviewers with managers involved in the recruitment process required to undergo online diversity training with a focus on unconscious bias,
- for working practices:
  - encouraging employees to take advantage of professional development opportunities and gaining new specialist skills and training;
  - offering an enhanced maternity policy developed with the aim of preserving women’s places in the workforce when returning from maternity leave;
  - offering a home working policy which encourages a flexible work/life balance for employees; and
  - implementing a mentorship scheme which ensures that each new employee is matched with a mentor in order to share knowledge and be a role model within the framework of our culture and values.
- for training
  - providing training to managers giving them the skills they need to support colleagues in their professional development;
  - providing diversity and inclusion training for all staff; and
  - providing disability training for all staff.