



# Diversity Policy

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## Drillsearch Energy Limited ACN 006 474 844

### 1. Objectives

Drillsearch recognises that a talented and diverse workforce creates a competitive advantage and is proud that its workforce is made up of individuals with diverse skills, values, experiences, backgrounds and attributes.

Diversity results from a number of different factors including gender, age, nationality, ethnicity, religious belief and cultural background and Drillsearch is committed to having a workplace that promotes diversity as a key contributor to our business success.

### 2. Strategy

Drillsearch is committed to achieving these objectives by:

- (a) recruiting and managing on the basis of an individual's competence and performance;
- (b) encouraging and fostering a commitment to diversity by all employees;
- (c) appreciating and respecting the unique attributes that each individual brings to the workplace
- (d) recognising that employees may have domestic responsibilities or cultural/religious obligations;
- (e) providing training and development, where possible, to assist in the promotion of diversity within the Company;
- (f) mentoring and coaching staff as well as encouraging staff to take personal responsibility for their professional development under the guidance of their managers;
- (g) taking action to prevent and stop discrimination, bullying and harassment; and
- (h) continuing to review and develop policies and procedures to ensure diversity within the organisation.

Given the size of the Company's workforce and the industry that the Company operates in, the Company does not believe that it is reasonable to implement measurable objectives, targets and / or key performance indicators (**KPIs**) to achieve gender diversity. However, the Company will monitor gender diversity within the organisation and if there are any areas of the Company where gender diversity is under 20%, the Company will consider various strategies to improve gender diversity over time in that area.

### 3. Application

This policy applies to all personnel, contractors and joint venturers engaged in activities under Drillsearch's operational control.

All managers are expected to ensure this policy is implemented and integrated into all the Company's activities. The Company Secretary is responsible for the administration of the policy (including in relation to reporting to the Board).

The Board will regularly review this policy and its effectiveness.