



# Equal Opportunity, Bullying, Discrimination and Harassment Policy

## Objective

INPEX contributes to the creation of a brighter future for society through our efforts to develop, produce and deliver energy in a sustainable way. We are actively supporting a cleaner energy future, as detailed in our [INPEX Vision@2022](#) which describes our roadmap to net zero emissions by 2050.

INPEX Australia (INPEX) is committed to its core values of safety, integrity, diversity, ingenuity and collaboration. This includes a commitment to providing equal opportunities to all personnel and promoting diversity and inclusion in the work environment.

INPEX undertakes to implement measures to foster a harmonious work environment where people feel safe, respected, valued and comfortable to raise concerns about any unwelcome behaviours occurring at work.

Bullying, unlawful discrimination, harassment, vilification and victimisation is not tolerated by INPEX. INPEX will take reasonable and proportionate measures to eliminate unlawful sex discrimination, including sexual harassment, as far as possible. All misconduct allegations will be thoroughly investigated and appropriate action taken if misconduct has occurred.

## Strategy

INPEX will:

- collectively embrace individual differences, appreciate and utilise the benefits and strengths that come from diversity
- use and promote non-discriminatory, inclusive language and practices
- ensure that all personnel are treated with respect, fairness, equality, trust and dignity
- provide and sustain a positive, harmonious and productive work environment
- hold personnel accountable for demonstrating behaviours that are consistent with its values
- encourage reporting of behaviour where unacceptable behaviours are displayed
- provide an effective avenue for complaints based on the principles of natural justice
- treat complaints in a sensitive, fair, timely and confidential manner and ensure protection from any victimisation or reprisals
- implement training and awareness raising strategies to ensure that all personnel understand their rights, responsibilities and obligations.

## Application

This Policy applies to all INPEX-controlled activities in Australia and related Project locations. It will be available on the Company's intranet and will be reviewed regularly.

**Tetsu Murayama**  
President Director, Australia