

# CORPORATE EQUAL OPPORTUNITY POLICY

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## The Company is committed to developing, maintaining and supporting equal opportunity

### 1. Objectives:

- 1.1 Consistent with the Code of Conduct and the Diversity Policy, Lundin Energy aims to ensure that staff are selected and treated based on merit and according to the requirements of the position. No job applicant or employee shall receive less favourable treatment on the grounds of sex or gender, sexual orientation, marital or parental status, race, ethnic or national origin, creed or colour, disability, age, religion, political belief, social or economic class, or any other ground not relevant to good employment practice.
- 1.2 The Company is committed to the development of procedures that comply with current and future legislation, ensure that its values and purposes are maintained and enhanced by emphasising equality of opportunity while also sustaining and accepting diversity. This involves recognising, valuing and taking account of individual backgrounds, knowledge, skills and experiences, and encouraging and utilising those experiences to create an effective workforce. In addition to the legal, moral and social benefits, increased diversity amongst the workforce may enhance the Company's standing as an employer of choice, as well as maintaining a well-balanced workforce with all individuals valued and respected. This in turn may facilitate improvements in the attraction and retention of staff.

### 2. Definitions:

The Company is committed to the eradication of unfair and discriminatory practices, whether direct or indirect, some forms of which are listed below:

- a. *Direct discrimination* occurs when one person is treated less favourably than another on grounds relating to sex or gender, sexual orientation, marital or parental status, race, ethnic or national origin, creed or colour, disability, age, religion, political belief, social or economic class.

- b. *Indirect discrimination* occurs where a requirement or condition is imposed which can be complied with by a smaller proportion of persons of a particular sex or gender, sexual orientation, marital or parental status, race, ethnic or national origin, creed or colour, disability, age, religion, political belief, social or economic class, than persons in another group and which is not objectively justifiable in the given situation
- c. There are more subtle and unconscious forms of discrimination that may not easily be identified. These may result from general assumptions about the capabilities, characteristics and interests of particular groups or individuals which influence the way in which they are treated, or applying conditions or requirements without considering whether they operate disproportionately to the disadvantage of particular groups.

### 3. Expectations:

- 3.1 Fair and consistent practices and procedures will be operated in respect of recruitment & selection, secondment, promotion and career advancement, and training & development for all staff and will be monitored to ensure they are not discriminatory.
- 3.2 Equal opportunities training and guidance will be available for those involved in recruitment & selection, training, and promotional decisions.
- 3.3 Employees who believe they have not been treated equitably in accordance with the Equal Opportunity Policy may make a complaint either informally or in accordance with the Grievance Procedure.
- 3.4 Breaches of this policy will be dealt with through the Company Disciplinary Procedure.
- 3.5 All employees will be made aware of this Policy, and are expected to accept personal responsibility for its practical application

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