

## Our Commitment to Inclusion and Diversity

### Our principles

We value inclusion and diversity and the benefits they bring to Viva Energy in achieving our objectives, enhancing our reputation, and attracting, retaining and motivating team members from the widest possible pool of talent. We believe that genuine diversity of skills, backgrounds and experiences drives strategic advantage, creates opportunities for innovation and contributes to the achievement of our corporate objectives.

We believe the diversity of our people should reflect the community and customers we serve.

An inclusive culture is one that treats everyone fairly, where all people are provided with the opportunities they need to succeed and thrive; where they feel valued, respected and able to fully contribute the diversity of their lived experience.

### Our commitment

The strategies we employ to support diversity and enable inclusion are in service of living 'The Viva Way', our values and our business strategy, as well as imperatives around fairness and corporate social responsibility.

We are committed to continuing to develop practices, programs and initiatives that remove barriers and assist with improving diversity at all levels of the business.

Our commitment:

- ensuring a supportive, harassment-free and inclusive workplace, with inclusion at all levels of the organisation, regardless of gender, parental status or status as a carer, pregnancy or potential pregnancy, marital or family status, breastfeeding, sexual orientation, gender identity or intersex status, age, disabilities, neurodiversity, ethnicity, nationality, religious beliefs, cultural background, physical features, socio-economic background, perspective and experience, or any other unlawful grounds;
- being open to considering flexible ways of working, in every role, to accommodate the diverse needs of our people at different career and life stages, including those with child care, elder care and disability care responsibilities;
- ensuring all team members have the ability to contribute and access opportunities;
- recruiting, developing, training, promoting and paying our people in a way that supports our commitment to being more diverse and inclusive;
- providing opportunities, without obligation, for team members on extended parental leave to maintain their connection to their manager, team and the company;
- ensuring business decisions, including recruitment, are transparent, equitable and procedurally fair and guard against any conscious or unconscious biases that might discriminate against certain individuals;
- increasing the capability of our people to demonstrate visible and felt leadership that values and encourages diversity and inclusion;
- building the capability of our people to recognise and disrupt unconscious bias in their decision-making practices;

- designing and implementing programs and practices that will assist in the development of a broader and more diverse pool of skilled and experienced team members and that will support our people to achieve their individual career aspirations; and
- supporting and empowering our team members to bring their individual experiences to work, experience psychological safety and wellbeing, and feel a genuine sense of belonging. This includes support for team members experiencing Family and Domestic Violence, because we understand our workplace may be the safest place for some team members.

In line with our Code of Conduct, discrimination, harassment, sexual harassment, vilification and victimisation cannot and will not be tolerated.

## Our commitment applies to

All Viva Energy employees.

We engage with contractors, suppliers, customers, business partners and the communities in which we operate with a view to seeking alignment with our inclusion and diversity commitments.

## Measurable objectives and reporting

The Board of Viva Energy Group Limited (the Board) sets measurable objectives for achieving gender diversity in the composition of its Board, senior executives and across the workforce, and assesses regularly the progress towards achieving these objectives.

Viva Energy reports annually on its gender diversity profile to facilitate greater transparency and accountability in relation to this policy and the objectives set by the Board.

Viva Energy reports to the board annually on other areas of our broad diversity agenda.

## Responsibilities

Everyone has a part to play in actively and intentionally behaving with inclusion in mind.

## Review of the policy

The Board will periodically review this policy to ensure that it is operating effectively.

The Policy cannot be amended without approval of the Board.

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