

Diversity, Equity and Inclusion Policy

PURPOSE AND SCOPE

Consistent with our vision and values Tilt Renewables is committed to diversity, equity and inclusion amongst our people in our workplace and in our community.

This policy applies to all employees, contractors and the board of directors (“Board”).

Tilt Renewables is committed to the equitable treatment of all people and the promotion of diversity within the workforce by recognising and valuing the distinct contribution that comes from a range of diverse demographics, different skills, experiences, perspectives and unique backgrounds.

Tilt Renewables fosters teamwork and has zero tolerance for discrimination and other unlawful behaviours.

We define Diversity, Equity and Inclusion as:

Diversity: encompasses diversity of demographics (such as: age, caring responsibility, cultural diversity, disability, gender, indigeneity, sexual orientation, gender identity and religion); diversity of thought and diversity of approach

Equity: ensuring that barriers to individuals realizing their potential are identified and addressed

Inclusion: a workplace in which any individual or group feels welcomed, respected and valued to fully participate and contribute. Inclusion exists where people are valued and respected and have a sense of belonging.

PRINCIPLES

Our approach takes a strategic view that to build diversity, equity and inclusion at Tilt Renewables we must align a variety of activities;

- Recruitment, remuneration, training and performance management are designed to ensure a diverse of talent is available to the company at all levels and that people are engaged over the long term.
- Creating a flexible and inclusive work environment that values difference and enhances business outcomes.
- Our small team of people is supported to enable better thinking, increased innovation and allow the business to continue to deliver exceptional results.
- Leadership behaviours that reflect our belief in diversity, equity and inclusion.

RESPONSIBILITY FOR POLICY

The Board has delegated responsibility for implementation to the Chief Executive Officer who in turn has delegated to the People and Culture Executive responsibility for administration of this Policy.

INITIATIVES

Tilt Renewables’ commitment to creating diversity is reflective in the following actions:

- a) facilitating equal employment opportunities based on ability, performance and potential, by ensuring the widest range of potential candidates are considered for all roles, at all levels

Document name: Diversity, Equity & Inclusion Policy	Endorsed by: People and Culture Committee
Document No: N/A	Version: 4
Issue date: March 2023	Review date: March 2025
Department: People and Culture	Owner: People and Culture Executive

across Tilt Renewables and the Board.

- b) initiatives that support inclusive and flexible work practices (e.g. paid parental leave, hybrid work options and flexible work arrangements).
- c) actively challenging of people processes to identify areas of bias, including recruitment, training, performance management, leadership programs, succession plans, rewards systems and communication.
- d) annually reviewing pay equality at all levels of the organisation to minimise inadvertent discrimination.
- e) building a safe and inclusive workplace by taking action against inappropriate workplace behaviour that does not support and encourage diversity.

REPORTING AND COMPLIANCE

The Board endorses our Diversity and Inclusion Strategy and, together with our Executive team, provides leadership accountability for diversity and inclusion outcomes at Tilt Renewables.

As part of Tilt Renewables' commitment, the company's performance will be monitored in the areas of diversity, equity and inclusion including:

- regularly record and update data on relevant diversity information, including gender diversity, at the employee, executive, management and Board levels, for review by the Board.
- monitor the recorded data and consider opportunities to address any emerging challenges to maintaining a diverse and inclusive workplace.
- consider the need for additional targets or key performance indicators in respect of diversity, including gender diversity
- providing optional and confidential opportunities for the workforce to indicate diversity factors and to comment on how inclusivity is encouraged at Tilt Renewables and their inclusivity perceptions as an Employees

REPORTING

Reporting and accountability in respect of this Policy will be a periodic item on the Board agenda. At least every six months the People and Culture Executive will prepare a report to the Board on progress towards attainment of a diverse workplace; and otherwise to facilitate the Board in meeting the compliance requirements referred to above.

RELATED POLICIES

A number of policies that relate to and support this Policy, including: Appropriate Workplace Behaviour Policy, Board of Directors Corporate Governance Charter, Code of Ethics, Code of Conduct, Disciplinary Policy, Issue Resolutions Policy and Procedures and the Whistleblower Policy

Signed



Geoff Dutailis

Chief Executive Officer

Document name: Diversity, Equity & Inclusion Policy	Endorsed by: People and Culture Committee
Document No: N/A	Version: 4
Issue date: March 2023	Review date: March 2025
Department: People and Culture	Owner: People and Culture Executive