

DIVERSITY AND INCLUSION POLICY

Vision

CONTANGO will ensure equality of opportunity and fairness in all areas of employment and values the diversity of employees, customers and those living in the communities in which Contango has a presence..

Commitment

Contango is committed to the prevention of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. The intention is to make all employees feel involved, engaged and respected, irrespective of age, gender, marital status, race or ethnicity, nationality, disability, religion or religious or other beliefs, sexual orientation, social or educational background or family care responsibilities. The Company promotes a culture that values meritocracy, openness, fairness and transparency.

To achieve this, Contango and its business units are committed to:

- Providing all employees with the opportunity to develop their skills and talent, reflecting the Contango values and aligned with the objectives of the business
- Recruiting, training and promoting the best person for the job and encouraging all
- Creating a working environment, irrespective of location, which is free from discrimination, harassment or bullying, and within which all individuals are treated with respect and fairness
- Promoting equal opportunity, providing an inclusive workplace and eliminating any unfair or unlawful discrimination

Objectives

To meet this commitment Contango will:

- Comply with all relevant legislation associated with diversity and inclusion and relevant best practice for the geographies in which we operate
- Ensure that no individual or group is directly or indirectly discriminated against for any reason connected with employment
- Proactively tackle discrimination or disadvantage
- Deal with complaints of discrimination seriously and take disciplinary action against any employee who is found to have committed an act of unlawful Discrimination
- Ensure that employees are made aware of this policy through their employment and treat breaches of this policy as gross misconduct.

- Monitor the effectiveness of this policy and the associated complaints procedure
- Conduct a regular review of all policies, procedures and practices in relation to recruitment and selection, terms and conditions of employment, learning and development opportunities, career development, promotion and grievance and discipline, to ensure that they comply with any legislative changes and best practice
- Ensure that any significant deviation from this policy is formally approved by executive management and by the Board

Responsibility

- Responsibility for compliance with this policy lies with management committee,
- The practical application of this policy falls upon managers and supervisors who are involved in the daily supervision of employees.
- This policy applies to all operating companies and service lines within Contango and all partnerships or Joint Ventures over which we have management control.

The management committee is responsible of ensuring that this Policy is respected.



Matthew Norman
Chairman of M.C.