

DIVERSITY POLICY

Purpose

Poseidon appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors; origin, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. We value the differences between people and the contribution these differences make to our business.

We will actively manage diversity, finding ways of utilising the differences that exist, in order to improve our business. This requires that we actively and flexibly seek to accommodate the unique needs of many different employees.

Above all, we are committed to ensuring that all employees are treated with respect and dignity.

Scope

This policy applies to all Poseidon employees and everyone who perform work for Poseidon which includes Directors, consultants, part-time employees and contract workers.

Procedure

It is the responsibility of all managers and supervisors to create an environment where:

1. There is tolerance of difference. The company will ensure that all employees are treated fairly and with respect and dignity.
2. The ability to contribute and access opportunities is based on merit. The company will adopt and actively encourage practices and procedures that enable employees to contribute to the best of their abilities.
3. Inappropriate attitudes or behaviours are confronted. The company will treat seriously any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotype

Equal Opportunity In Employment

Specifically, the company will provide equal opportunity in respect to employment and employment conditions, including:

1. Hiring. All recruitment and selection documentation, procedures and practices will be nondiscriminatory and will support our diversity policy.
2. Training. All internal and external training opportunities will be based on merit and consider the company's and individual's needs.
3. Career Advancement. All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet organisational needs and be determined on merit.



Harrassment in the Workplace

The company will ensure that all employees have access to an environment that is free from harassment. Harassment is demeaning and contrary to the spirit of this policy. This means that the company will not permit unwanted conduct based on an employee's personal circumstances or characteristics. In particular the company will not tolerate:

1. Sexual harassment. Sexual harassment is defined as unwanted conduct of a sexual nature, or other unwanted conduct based on sex affecting the dignity of women and men at work. Under law, sexual harassment is illegal.
2. Racial harassment. Racial harassment is any conduct based on racial differences affecting the dignity of men and women at work. Under law, racial harassment is illegal.

All managers and supervisors of staff have responsibility to ensure that the workplace is harassment free, and to ensure that complainants or witnesses are not victimized in any way. Any reports of sexual, racial or other harassment will be treated seriously, confidentially, and sympathetically by the company.

Complaints

In the event that a staff member wishes to lodge a complaint with respect to this policy they should in the first instance contact their Department Manager, the General Counsel or member of the Executive Management Team, whichever is appropriate in the circumstances.

Measurable objectives & targets and Responsibilities

Although the Board retains ultimate accountability for this policy, the Board has delegated the responsibility for policy implementation to the Chief Executive Officer (CEO).

The CEO will proactively monitor company performance in meeting these standards and policies, and set targets for the achievement and maintenance of this policy.

In order for this policy to be effective, every employee is expected to take responsibility for the elimination of discriminatory practices and for the creation of a diverse and tolerant workplace. At least annually the CEO will report to the Board progress against the set of objectives and diversity targets.

Disciplinary Action

Disciplinary action, which may include dismissal, will be taken against anyone found to be guilty of a breach of this policy.

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Page 2 | 2

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DATE

EXECUTIVE CHAIRMAN