



INCLUSION & DIVERSITY POLICY

At Acqua Drill Resources inclusion & diversity are integrated in our business culture. This successful integration is an essential component of our business strategy. To maintain this culture, we will:

- Invite and embrace different perspectives.
- Conduct our business practices in a manner that are fair and free from bias.
- Provide an environment where all persons are safe to speak up.
- Encourage all our people to achieve their full potential.
- Build a relationship with our business partners, stakeholder and other interested parties that supports an inclusive and & diverse culture.
- Adapt and respond to changing societal expectations.
- Full fill all legal requirements and strive to be best practice leaders.

Acqua Drill Resources staff and contractors further support this policy by:

- Acting with integrity and respect.
- Role modelling acceptable behaviours.
- Actively support inclusion and diversity in our teams and work environment.

A handwritten signature in black ink, appearing to read 'B Elford'.

Brendon Elford

**Operations Manager
Acqua Drill Resources Pty Ltd**