DIVERSITY AND INCLUSION POLICY

Central Petroleum recognises that a diverse and inclusive work environment provides many benefits to the Company, including a broader pool of high-quality employees, improved employee retention and access to different perspectives and ideas. This is likely to result in increased shareholder value from improved operational performance and achievement of strategic objectives.

We aim to provide a safe, diverse and inclusive workplace environment which incorporates those elements that make individuals unique from one another such as, but not limited to age, gender and cultural background. Additionally, all individuals have the equal opportunity to contribute to the Company's success whilst being treated fairly and with respect.

Central's Diversity and Inclusion Policy is designed to support the Company's Core Values of "Character," "Together" and "Performance."

This Policy applies to all Central Petroleum's directors, officers, employees and contractors wherever Central Petroleum conducts its business.

STRATEGY

The Board and Management seek to implement the following to promote diversity and inclusion by:

- attracting competent individuals and provide employment based on the individual's skills, qualifications, competencies, abilities and aptitudes;
- the Board establishing and reviewing measurable objectives for diversity;
- creating a culture that empowers individuals to demonstrate a commitment to inclusion and diversity;
- fostering an inclusive and supportive culture to enable people to develop to their full potential through equal access to workplace opportunities and training;
- fostering awareness for all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- taking action to prevent and stop discrimination, bullying and harassment as well as ensuring there are clear reporting processes and procedures in place; and
- regularly reviewing pay equity.

GOVERNANCE

Central Petroleum's Managing Director & CEO is accountable for ensuring this Policy is effectively implemented.

This Policy will be reviewed periodically and updated to ensure it continues to meet the needs of the organisation and industry best practice.

Approved by the Board 8 September 2026