

OUR PEOPLE POLICY

Our People Policy Statement

At Boss Energy, our people are central to our operational success and to delivering our strategy. We are committed to supporting and empowering our people through an inclusive environment, clear expectations and opportunities to develop, so everyone feels respected, valued and able to contribute. We uphold a physically and psychologically safe workplace for all who work for or with us. This commitment reflects *The Boss Way* — the values and behaviours that guide how we support our people and work together.

Policy Implementation

At Boss Energy, we will:

- Foster an inclusive culture where diverse perspectives are welcomed and people feel valued, supported and able to contribute their best.
- Live *The Boss Way* by embedding and consistently demonstrating our values in how we work, reinforcing the behaviours and standards that define our culture.
- Develop our people by providing meaningful learning opportunities, mentoring and clear pathways for career growth and progression.
- Set clear expectations and accountability so everyone understands their role, responsibilities and how their work contributes to our strategy.
- Encourage open and constructive dialogue by actively seeking, listening to and acting on feedback to strengthen how we work together.
- Promote inclusive leadership at all levels by building trust, enabling collaboration and welcoming constructive challenge.
- Apply fair and consistent people practices, including recruitment, development and reward decisions based on merit, capability and role requirements.
- Support wellbeing and psychological safety, and maintain zero tolerance for bullying, harassment or behaviour inconsistent with our values.

Responsibility

This Policy applies to our directors, officers, employees, contractors and other third parties who act for or on our behalf.

The Board is responsible for governing this Policy and monitoring the effectiveness of our approach to meeting these commitments.

Management is responsible for implementing this Policy and supporting its application through appropriate systems, controls, awareness and monitoring arrangements.

The Chief Executive Officer is accountable to the Board for ensuring that this Policy is implemented and adhered to.

Matthew Dusci

Managing Director and CEO

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