

DIVERSITY POLICY

1. Policy Aims

The aim of this policy is to promote and achieve diversity at all levels of Buru Energy Limited's ("Buru" or "Company") business which is intended to improve corporate performance leading to increased shareholder value.

The Board has delegated this function to the Remuneration & Nomination Committee ("The Committee") who will make recommendations to the full Board concerning diversity.

2. Diversity Meaning and Benefits

A diverse workforce is one comprised of people with different experiences, skills, genders, ages, ethnicity and cultural backgrounds. Buru recognises the benefits that having a diverse workforce can bring to its business.

Diversity in the workforce results in greater organisational strength, greater innovation, deeper problem-solving ability and the generation of a wider range of new business opportunities.

Promoting diversity at all levels of Buru's business is likely to support employee retention and will broaden Buru's recruitment pool, a critical factor in the highly competitive global recruitment market in which Buru operates.

Buru also recognises that promoting diversity in the workforce is a responsible governance practice consistent with best practice corporate governance principles.

3. Achieving Diversity in the Workplace

Buru is committed to attracting and retaining a diverse range of talented people to work in all levels of its business, from entry positions to Board members.

The key criteria in making employee, management and Board appointments is a candidate's ability to add value and assist with the achievement of Buru's objectives. Decisions are based on merit, having regard to candidates' capabilities, experiences, skills, past performance and ability to add value to Buru's business as a whole. To identify the best candidate for any position, appointments are made from as diverse a pool of candidates as possible and professional recruitment firms may be engaged to assist with this process.

All employees are given the opportunity to build capabilities and progress their careers through participation in career development discussions on a six-monthly basis. Through this

process, employees are assisted to develop skills and experiences that form part of the preparation for more senior roles in the Company. Performance of employees is measured against goals agreed between employees and their supervisors that focus not only on developing specific skills related to their current role but broader aims of achieving fairness and promoting equality in the workplace and in all areas in which Buru conducts its business.

4. Measuring the Achievement of Diversity

Progress in achieving diversity will be a periodic item on the Committee's agenda. It will be formally assessed by the Committee annually.

The Company Secretary will monitor diversity at all levels of Buru's business and report to the Committee, identifying areas where the Company is achieving its diversity objectives and areas where gaps need to be addressed. Progress will be monitored against measurable objectives agreed from time to time by the Committee, and the outcome of those objectives will be reviewed on an annual basis.

The Committee will develop strategies to address any gaps, which may include establishing formal mentoring relationships, providing professional development opportunities and/or leadership programs and negotiating flexible working arrangements.

Annually the Committee will report to the full Board on the progress in achieving diversity.

5. Measuring the Achievement of Gender Diversity

An integral part of Buru's diversity strategy is the promotion and achievement of gender diversity. Progress in achieving gender diversity will be a periodic item on the Committee's agenda. It will be formally assessed by the Committee annually.

The Company Secretary will assess gender diversity at all levels of Buru's business and report to the Committee, identifying areas where the Company is achieving its diversity objectives and areas where gaps need to be addressed. Progress will be monitored against measurable objectives agreed from time to time by the Committee, and the outcomes of those objectives will be reviewed on an annual basis.

6. Diversity Reporting

Buru will disclose in each annual Corporate Governance Statement:

- the measurable objectives set by the Committee for achieving diversity and Buru's progress towards achieving them;

- the proportion of Buru’s employees, senior executives and Board members who are female;
- the measurable objectives set by the Committee in respect of Aboriginal employment and the total value of contracts delivered by Aboriginal businesses; and
- the mix of skills and diversity which the Committee is looking to achieve in its membership.

7. Review of this Policy

This policy will be reviewed from time to time to ensure it remains effective and meets best practice standards and the needs of the Company. This policy can only be amended by resolution of the Board.

This policy will be communicated and promoted at all levels of Buru’s business and can be accessed via the Company website at <https://www.buruenergy.com/site/about-us/corporate-governance>.

Approved by the Board of Directors

Date: 16 December 2020