

DIVERSITY POLICY

Introduction

1. The Company believes that the promotion of diversity on boards, in senior management and within the organisation generally is a socially responsible governance practice that is likely to encourage greater innovation through the inclusion of different perspectives.
2. The Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy (**Policy**).

Purpose

3. This Policy sets out the beliefs, goals and strategies of the Company with respect to diversity within the Company.
4. Diversity within the Company means all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability and age. It involves a commitment to equality and treating one another with respect.

Appointment of directors and selection of employees

5. The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of Board members and employees.
6. The Company supports the identification of programs for developing skills within its workforce. It appoints new employees and promotes current employees on the basis of performance, ability and attitude.

Measurable objectives

7. The Board will establish measurable objectives for achieving gender diversity.
8. The Board will have the responsibility of assessing the measurable objectives and on the Company's progress in achieving them annually.

Reporting compliance with measurable objectives

9. In its Annual Report, the Company will disclose the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and the progress towards achieving them.
10. As a part of this annual disclosure, the Company will state in its Annual Report, the proportion of:
 - female to male employees in the whole organisation;
 - females to males in senior executive positions; and
 - females to males on the Board.

The Diversity Policy was adopted by the Board of European Gas Limited on 23 December 2010.