



LIQUEFIED NATURAL GAS LIMITED

Diversity Policy

25 September 2015

Liquefied Natural Gas Limited

Diversity Policy

This policy is a key part of Liquefied Natural Gas Limited's ("LNGL" or the "Company") strategy and reflects the Company's values and expected behaviours contained in our Business Principles.

Everyone who works for and with LNGL - employee, contractor, partner or supplier ("Workforce") - has responsibility for adhering to our Business Principles and, thus, this Policy. Read this Policy in conjunction with LNGL's Business Principles, other policies and related guidance, which establish governance of the Company.

1. Diversity Policy

LNGL aims to have participation by diverse members of the workforce at all levels in the Company, including Board, executive and management levels.

We will not tolerate unlawful acts of discrimination.

2. Policy Implementation

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to enhance our performance. LNGL recognizes workforce diversity as an organizational strength, understanding that drawing on a wide variety of capabilities, ideas, and insights enhances decision-making quality and entrepreneurship.

We are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

To meet the requirements of this Policy, LNGL shall:

- Create a culture that empowers and rewards people to act in accordance with this Policy and aims to ensure all of our people feel valued and included and able to nurture their talent as individuals and as part of a collaborative team;
- Make every reasonable effort to ensure that it is a representative employer in the communities in which it operates;
- Endeavour to ensure that the workplace, all policies, procedures, and practices are free of deliberate or unintentional (systemic) barriers so that no one is disadvantaged;
- Strive to ensure that all decisions regarding recruitment, hiring, promotion, compensation, employee development, and all other terms and conditions of employment, will be made without regard to any bias regarding but not limited to race, religious beliefs, colour, gender, sexual orientation, marital status, pregnancy, physical and mental disability, age, ancestry or place of origin or veteran status;
- Support initiatives that continue to develop gender awareness, indigenous representation, education and social development;
- Provide regular diversity and inclusion training for employees, including training to overcome unconscious bias throughout the Company; and
- Actively monitor and report progress and statistics to our Board of Directors as a means for driving continuous improvement in improving workplace diversity.

When working for LNGL companies, the Workforce must:

- Provide an employment environment that is fair, supportive, encourages development, and free of harassment of any kind;
- Value contributions of employees with diverse views and experiences;
- Use recruitment and selection processes to draw on the diverse backgrounds and skills of the communities in which we work and to develop these qualities in the workplace;
- Provide access to development and promotional opportunities and seek out and remove any deliberate or unintentional (systemic) barriers; and
- Apply the performance management system, with decisions based on merit supported by objective criteria, ensuring reward and promotion based on assessment of individual performance, capability and potential.

LNGL recognises that there are distinct demographic groups that have long been disadvantaged. We have established policies to identify individuals from under-represented backgrounds for recruitment. We are committed to tackling cultural stereotypes both within and outside of the Company. Any manifestation of sexism, racism, ageism or other cultural bias, whether blatant or covert, deliberate or accidental, subverts employee morale and will never be tolerated. We have clear Duty to Report policies addressing any type of discrimination or harassment, as well as follow-up procedures to prevent reoccurrence.

Our goal is to build and sustain a workforce, at all levels of the organization, reflective of the diversity of the communities in which we work, inclusive of race, colour, religion, sex, national origin, age, or any other category protected by applicable jurisdictional law. At the Board level, our goal is to embrace diversity in director appointments and to have significant female participation.

4. Management Responsibility

We acknowledge that diversity and inclusion can only be achieved with strong leadership. The Managing Director of LNGL is accountable to the Board of Directors for ensuring that this policy is implemented. The Board will review the diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives.

The VP Human Resources is responsible for the implementation and maintenance of this Policy. Individual leaders across LNGL are responsible for acting in alignment and upholding the principles and philosophy of the Policy. The Workforce shall be aware of, and adhere to this Policy.

5. Applicability

Every employee, director or officer of every wholly owned LNGL company and in every joint venture company under LNGL control must follow this Policy. We apply this Policy in all joint operations where LNGL is the operator. When participating in joint venture companies not under LNGL control we encourage the adoption of a similar policy.

Contractors and consultants are required to act consistent with this Policy when working for LNGL companies as our agent, on our behalf or in our name on any business activity including when delivering outsourced services.

Breach of a LNGL Policy may result in disciplinary action, up to and including dismissal. LNGL reserves the right to amend or update this Policy as required from time-to-time.