

DIVERSITY POLICY

1. Policy introduction

This policy describes the commitment by Sundance Energy (“Sundance”) to a workplace environment that promotes the engagement of well-qualified, diverse and motivated people across all levels of the company, in order to best assist the company to achieve its business objectives.

2. Scope

This policy applies to the Board, management, all levels of employees and in-house contractors and consultants.

3. Policy Statement

Sundance recognizes that a talented and diverse workforce is a major contributor to the company achieving its objectives.

Sundance also believes in treating all people with respect and without discrimination, and to engender open communications at all levels.

Sundance employs people on the basis of the needs of meeting its business objectives, their skills, qualifications, abilities and past track record of their achievements. Within this framework Sundance believes that it is important to maintain a diverse, empowered and inclusive workforce to gain valuable input from people of different gender, race, religion, marital status, disability or national origin.

Key principles to implement this policy include:

- recruiting a diverse workforce on the basis of skills, qualifications, abilities and track record;
- encouraging participation of its people in professional development to benefit the company and the individual;
- encouraging personal development to benefit the company and the individual;
- aiming to be an employer of choice and to provide a family friendly work environment;
- promoting diversity through awareness.

Given the size of the company and the business environment in which it operates, it is not currently considered practicable or necessary to set measurable objectives.

The Board Remuneration and Nominations Committee will at least annually review the Diversity Policy. Any recommended changes will be discussed and agreed with the Board.

The Board will review at least annually with management the effectiveness of the Diversity Policy, including gender diversity, and whether any changes need to be implemented.

4. Implementation of the Policy

While the Board is responsible for overseeing the policy, management is responsible for its implementation. Managers are expected to ensure that this policy is integrated into all activities.

M D Hannell

Chairman

24 February 2016