

## Supplier Code of Conduct

Snowy Hydro is a dynamic, integrated energy business. Our role is to ensure energy security, underpin the transition to renewables, and increase competition in energy markets. Our vision is to delight our customers with service, backed by the mighty Snowy.

This is underpinned by a strong corporate culture based on our company values:



Snowy Hydro Limited and its retail subsidiaries, Red Energy Pty Ltd, Lumo Energy Australia Pty Ltd, Lumo Energy (SA) Pty Ltd and Direct Connect Australia Pty Ltd, (**Snowy Hydro**) recognise the importance of their supply chain to its operations and reputation. This Supplier Code of Conduct (**Code**) outlines the minimum standards that Snowy Hydro expects from its suppliers. This Code covers legal compliance, ethical conduct, risk management, human rights and social sustainability, environmental sustainability and governance. Snowy Hydro expects suppliers to read, understand and ensure that their business and supply chain meet the following minimum standards.

By supplier, Snowy Hydro means any entity that supplies goods or services to Snowy Hydro (including their related bodies corporate, subcontractors and partners). Where this Code refers to workers, this includes those working as employees, contractors, temporary and agency staff of the supplier and of its related entities.

## Compliance with laws

Snowy Hydro expects suppliers to comply fully with all laws and regulations applicable to them.

## Ethical conduct

Suppliers must not engage in fraudulent, dishonest or corrupt behaviour, or assist others in such behaviour and must ensure personal activities and interests, and those of workers, do not conflict with their responsibilities to Snowy Hydro or under law.

## Risk management

Suppliers must develop and maintain a process to identify, assess and control relevant risks associated with its operations and supply chain, including risks relating to labour and human rights, health and safety, environment, business ethics, and corporate governance.

## Human rights and social sustainability

### Health and safety

Safety is Snowy Hydro's first priority, and suppliers play a critical role in keeping workers safe. Suppliers must ensure, so far as is reasonably practicable, the health and safety of workers, provide workers with a safe work environment and comply with all applicable laws and regulations relating to workplace health and safety. Suppliers must provide workers with job-related safety training and consult with workers in relation to the provision of information and training.

### Forced or involuntary labour

Workers must not be subject to any form of forced, compulsory, indentured, prison or child labour. All work must be voluntary and workers shall have the freedom to terminate their employment at any time without penalty, given notice of a reasonable length. Confiscating or withholding worker identity documents or other valuable items, including work permits and travel documentation (e.g. passports) is prohibited. Workers must not be charged any fees for recruitment.

### Wages and benefits

All workers must be paid at least the minimum wage required by applicable laws, and shall be provided all legally mandated benefits. Wage payments must not be delayed. Wage deductions must not be used as a disciplinary measure, or to keep workers tied to the employer or to their jobs. Workers must not be held in debt bondage or forced to work in order to pay off a debt. Deception in wage commitments, payment, advances, or loans is prohibited.

### Working hours

Working hours must be limited according to national or local law, including breaks. Overtime must be voluntary, must not replace regular employment and must be fairly compensated.

### Humane treatment

The workplace must be free of any form of harsh or inhumane treatment. Disciplinary policies and procedures must be clearly defined and communicated to all workers. The use or threat of physical or sexual violence, harassment and intimidation against a worker, his or her family, or close associates, is strictly prohibited.

### Workplace equality

Suppliers must not engage in or support discrimination in hiring and employment practices on any grounds not relevant to the position or employment.

### Freedom of association

Workers have the right to join or form industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without facing discrimination or intimidation. Where freedom of association and collective bargaining is restricted under law, workers must have the right to develop parallel means.

### Contract of employment

Written employment contracts must be provided to workers in a language they understand, clearly indicating their rights and responsibilities with

regard to wages, working hours and other working conditions.

### **Community**

Suppliers must be mindful of the local communities in which they operate, not adversely affect those communities and comply with all laws and regulations relating to those communities, including human rights and land rights.

### **Governance and Reporting**

Snowy Hydro monitors compliance with this Code, and may take steps to verify a suppliers' compliance with this Code including requesting information or supporting evidence, or conducting a review or audit. Suppliers must monitor their compliance with this Code and, where they become aware of any instances of suspected or actual non-compliance, must promptly report the issue to Snowy Hydro and cooperate with Snowy Hydro to remedy it. In the event of any non-compliance with this Code by a supplier, Snowy Hydro reserves the rights to require the supplier to take remedial action or exercise any of its rights under the relevant agreement with the supplier.

Suppliers must provide their workers with information about Snowy Hydro's Reportable Conduct Policy, which is available at:

<https://www.snowyhydro.com.au/corporate-policies/reportable-conduct/>