

# Snowy Hydro Limited

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## Diversity & Inclusion Policy

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### Purpose

Snowy Hydro<sup>1</sup> believes in the inherent strength of a vibrant, diverse and inclusive workforce where the backgrounds, perspectives and life experiences of our people help us to forge strong connections with our customers, innovate, manage risk and make better business decisions. We believe in the importance of our workforce feeling they belong, are valued, heard and able to participate fully, regardless of their diverse backgrounds and experiences. This policy reinforces Snowy Hydro's commitment to improving diversity and inclusion in the workplace, outlining how we aim to leverage the maximum potential of all of our people.

### Statement

Diversity and Inclusion is about harnessing the differences that everyone brings due to their background, life experiences, educational or functional expertise as well as gender, age, ethnicity, cultural background, disability, religion and sexual orientation.

Snowy Hydro is committed to providing an environment where people in the workplace are treated fairly, with respect, and free from discrimination, harassment, bullying or victimisation<sup>2</sup>. We are committed to providing an inclusive environment where our people feel safe, valued and able to be themselves at work.

Our approach to Diversity and Inclusion is underpinned by our Values of Safety, Decency, Ownership, Agility, Teamwork and Courage, and is embedded in a number of supporting policies and procedures, including recruitment and selection, capability and development, flexible working arrangements, performance and reward, and technology and innovation.

### Accountability

Snowy Hydro has a proud history and its success and culture was built by a diverse group of people. Snowy Hydro remains committed to diversity and inclusion as a central tenet of its business strategy.

The People & Culture Committee of the Board has established long-term objectives which have been endorsed by the Snowy Hydro Limited Board for promoting diversity and undertakes an annual assessment with the CEO of progress against agreed programs of work.



**Dennis Barnes**  
**Managing Director and Chief Executive Officer**  
**Snowy Hydro Limited**

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<sup>1</sup> Snowy Hydro comprises Snowy Hydro Limited and its wholly owned subsidiaries, including Red Energy, Lumo Energy and Direct Connect Australia (DCA).

<sup>2</sup> This policy should be read in conjunction with the Snowy Hydro Limited Code of Conduct Policy and Red Energy Equal Opportunity and Workplace Behaviour Policy.

Policy Owner: GE - Safety, People, Community & Services	Approval Date: May 2023	Next Review Date: May 2025
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