

Snowy Hydro Limited


Code of Conduct Policy

The Code of Conduct Policy establishes clear minimum standards of behaviour and conduct required of everyone working for Snowy Hydro¹.

Our Values of Safety, Decency, Ownership, Agility, Courage and Teamwork underpin our success and provide guidance on the behaviours expected of our people who should always act in the best interests of the business, our customers and each other. These expectations apply both inside and outside the workplace where employees can be perceived as representing Snowy Hydro.

Everyone working for Snowy Hydro is accountable for their obligations to:

- Demonstrate behaviour aligned to the Snowy Hydros Values;
- Comply with the law and all lawful and reasonable employer instructions;
- Work as directed, adhering to all policies and procedures;
- Carry out their duties in a competent, effective manner and maintain specified standards of performance and conduct;
- Interact professionally with diligence and integrity in all internal and external customer dealings, including but not limited to being mindful of appropriate language and behaviour;
- Refrain from any form of conduct which may cause any reasonable person unwanted offence or embarrassment;
- Not make any unauthorised statements to the media;
- Respect the privacy of individuals and use confidential information only for the purposes for which it was intended;
- Endeavor to avoid conflicts of interest and if avoidance is not possible, declare any perceived, potential or conflict of interest as soon as it arises;
- Neither use, nor allow the use of, Company property, resources or funds for other than authorised purposes; including using work time for private gain
- Raise or report² any conduct or behaviour that is inconsistent with the expectations set out in the Code of Conduct;
- Encourage fellow employees to 'speak up' about any activities that may endanger Snowy Hydro's reputation, business or the safety of people and care for the environment;
- Understand and comply with their responsibilities under the Code of Conduct; and
- Be aware of the potential consequences as a result of any breach to the Code of Conduct.



Dennis Barnes
Managing Director and Chief Executive Officer
Snowy Hydro Limited

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

² This policy should be read in conjunction with the Snowy Hydro Limited Whistleblower Policy and other procedures applicable to the reporting and resolution of workplace issues.

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