



Modern Slavery

Energy One Ltd Principles

Version: 00.00.01

Release Date: 26th September 2019

Energy One Limited

Level 13, 77 Pacific Highway,

North Sydney, NSW 2060

www.energyone.com

Contents

| | | |
|-----|--|---|
| 1 | Introduction..... | 3 |
| 1.1 | Scope..... | 3 |
| 1.2 | Effective Date..... | 3 |
| 2 | Principles..... | 3 |
| 2.1 | Company Policies that support our Commitment | 3 |
| 2.2 | We respect Human Rights..... | 4 |
| 2.3 | Supplier Relationships..... | 4 |
| 3 | Breaches of these Principles..... | 5 |
| 4 | Variations..... | 5 |
| 5 | Related Policies and Documents | 5 |

Distribution List

| Copy | Name/Role | Location |
|------|-------------------|-----------|
| | Organisation-wide | Australia |
| | | |
| | | |

Version Management

| Version | Release Date | Released By | Notes |
|----------|--------------|-------------|-------------|
| 00.00.01 | 25/10/19 | | First Draft |
| | | | |
| | | | |

1 Introduction

Energy One (the “Company”) is committed to ensuring high standards of environmental, social and governance across its business operations. The Company also expects similar standards of its suppliers.

We recognise that modern slavery and human trafficking can occur in many forms, and can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. The Company is fully committed to operating responsibly and establishing and adhering to the highest ethical standards and will not tolerate any forms of slavery or human trafficking in our business.

The company has developed a number of related principles as outlined in this document.

1.1 Scope

These principles apply to all Energy One management and employees. They also apply to contractors, sub-contractors, vendors, service providers, agents, consultants, visitors and guests as applicable. This group is hereafter referred to as “Employees”.

1.2 Effective Date

October 2019

2 Principles

The Company is committed to human rights and will not tolerate any forms of slavery or human trafficking in our business and we adhere to the following principles:

2.1 Company Policies that support our Commitment

Our commitment to human rights is supported by policies and processes that identify, assess and mitigate risks of slavery and human trafficking. These policies are intended to promote ethical and legally compliant business conduct and include:

- Code of Conduct
- Whistleblower Policy
- Discrimination, Bullying and Harassment Policy
- Work Health and Safety Policy
- Environmental Policy

Our relevant processes and procedures include, but are not limited to the following:

- We monitor and review the effectiveness of relevant internal policies and how these have been implemented across our business areas
- We have a range of policies to support an inclusive workplace
- We undertake supplier risk assessments and due diligence on proposed service providers

2.2 We respect Human Rights

Our commitment to respect human rights is guided by the United Nations Guiding Principles on Business and Human Rights. According to these principles, governments possess the primary duty to protect human rights; our responsibility is to respect human rights.

Human rights are universal and fundamental rights that preserve the inherent freedom, dignity and equality of all human beings. The basis of international human rights law and norms are set out in the International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

We are committed to:

- Provide a safe working environment and mitigate health, safety and wellbeing risks as far as reasonably practicable;
- Not under any circumstances use child labour or any form of forced or involuntary labour;
- Provide a workplace where all employees are respected by their subordinates, peers and superiors;
- Provide a workplace free from harassment, discrimination and bullying, whether on the basis of gender, age, disability, ethnicity or cultural affiliation, sexual orientation, belief, educational background or any other basis prohibited by applicable law;
- Have written labour, workplace, health and safety policies and standards;
- Respect the right for freedom of association;
- Provide fair and appropriate pay, benefits and working conditions;
- Provide relevant and appropriate training and development for employees; and
- Enable employees, as stakeholders in the business, to have their needs and input taken into account in relation to business operations.

2.3 Supplier Relationships

The Company recognises that we could be indirectly exposed to the risk of modern slavery and human trafficking through our supply chains.

The Company therefore expects ethical behaviour from not only our employees but seeks suppliers to partner with that align and adhere to these same principles. This includes an expectation that suppliers will:

- Conduct business in a manner that is fair, honest, respectful and lawful;
- Ensure high standards of transparency, disclosure and integrity in relation to business activities;
- Disclose and avoid or appropriately manage any actual or potential conflicts of interests arising due to either personal or business relationships;
- Work against all forms of corruption including bribery, extortion, personal or improper advantage, whether direct or indirect through a third party such as a supplier or contractor;
- Respect human rights in all its dimensions; and

- Have a mechanism in place to protect staff or other persons who raise concerns in good faith.

We are committed to undertaking our due diligence processes when contracting with external suppliers and to identifying and assessing any indications of suppliers being of high risk. We will not work with high-risk suppliers unless we have conducted the appropriate assessment that our standards will not be compromised.

3 Breaches of these Principles

A failure to comply with the obligations contained in these Principles may lead to disciplinary action which may include, but is not limited to, termination of an employee's employment or a contractor's services.

4 Variations

The Company reserves the right to vary, replace or terminate these Principles at any time.

5 Related Policies and Documents

- Code of Conduct
- Whistleblower Policy
- Work Health and Safety Policy
- Discrimination, Bullying and Harassment Policy
- Environmental Policy