



# Policy

ORG-COC-POL-002

# Code of Conduct

The Code of Conduct is based on Origin's Purpose, Values and Commitments, and outlines how people within Origin are expected to behave. The board and senior executives of Origin are committed to this Code of Conduct in order to care for our business, people and reputation.

The purpose of this Code of conduct is to guide all directors, employees and other persons that act on behalf of the company, to perform their job in line with high ethical standards and applicable legal requirements.

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## 1. Origin's Purpose

We aspire always to lead.

We deliver today's energy needs, and we search and innovate to create tomorrow's energy solutions.

We honour our principles and values, and they are evident in all we do.

We live our commitments to our shareholders, to our customers, to our people, to our communities and to our business partners.

## 2. Origin's Principles, Values and Commitments

Origin expects all its directors, employees and other persons acting on behalf of the company, to conduct themselves in accordance with Origin's principles, values and commitments, and the policies that guide business conduct.

### Principles

Origin's principles guide decisions that are right:

- We conduct ourselves and our business with **due care** and in accordance with relevant laws and regulations. We have an overriding duty to ensure the health and safety of our employees, and to minimise the health, safety and environmental impacts on our customers and the communities in which we operate.
- We will **add value** to the resources that come under our control.
- The value we create will be distributed to stakeholders recognising the need to ensure the **sustainability** of our business, and its impact on the environment and the communities in which we operate.
- We encourage **diversity** and expression of ideas and opinions but require **alignment** with the company's commitments, principles and values and the policies established to implement them.
- When faced with choices, we make decisions knowing they will be subject to **scrutiny**. We should be able to demonstrate the soundness of our decisions to all stakeholders.

### Values

Origin's values describe behaviours that are good:

- **Caring:** We care about our impact on customers, colleagues, the community, environment and shareholders.
- **Listening:** We listen to the needs of others, knowing that an unfulfilled need creates the best opportunities.
- **Learning:** We constantly learn and implement new and better ways, sharing information and ideas effectively.
- **Delivering:** We deliver on the commitments made in all areas of performance.

### Commitments

Origin's commitments define the outcomes we strive to achieve. We commit to:

- Deliver market-leading performance for **shareholders** by identifying, developing, operating and growing value-creating businesses.
- Create value for our **customers**, by understanding their needs and delivering relevant and competitive energy solutions to meet those needs both today and into the future.
- Create a rewarding workplace for **our people** by valuing everyone's contribution, encouraging personal development, recognising good performance and fostering equality of opportunity.
- Respect the rights and interests of the **communities** in which we operate, by listening to them, understanding and managing the environmental, economic and social impacts of our activities.
- Respect the rights and interests of our **business partners**, by working collaboratively to create valued and rewarding partnerships.

### 3. Key Policies and Directives

Origin has adopted key policies and directives that govern business conduct and how employees, executives, directors, consultants and contractors must conduct themselves in the pursuit of company objectives.

These include but are not limited to:

- Diversity and Inclusion
- Discrimination, Harassment and Bullying
- Health, Safety and Environment
- Drugs and Alcohol
- Email and Internet Use
- Dealing in Securities
- Continuous Disclosure
- Confidentiality and Privacy
- Conflicts of Interest
- Gifts and Gratuities
- Trade Practices.

### 4. Reporting of Serious Concerns

Employees are encouraged to refer to company policies, or their supervisor or manager, if they have concerns about any conduct that may breach the law or Origin's policies. If in doing this an employee is not able to obtain a satisfactory response to their concern, or the concern is of a serious nature that could affect the whole company and its reputation, employees may report their concerns to a higher authority in accordance with the company's policy Dealing with a Serious Concern.

Employees who report any such concerns in good faith are protected from discrimination or other reprisals to the extent that the law permits.

## 5. Consequences of breaches of the Code of Conduct

Consistent with Origin's standard employment terms and conditions, Origin requires its employees to comply with all company policies including the Code of Conduct. Compliance will be monitored and any known or suspected instances of non-compliance will be reported to the relevant Executive Team Member for full investigation and appropriate disciplinary action. Confirmation of adherence to the Code of Conduct will also be sought via the Management Questionnaire.

Employees have on-line intranet access to the Code of Conduct and its constituent documents. Employees must ensure they are familiar with all of the company's policies and complete the online Code of Conduct learning module within 30 days of joining Origin and every 2 years thereafter.

A critical area of compliance is the company's Health, Safety & Environment Policy and supporting management system which require that employees maintain familiarity with and comply with all relevant safety regulations, codes of practice, standards, operating procedures and safety directions affecting their work and work areas.

Employees should also familiarise themselves with Origin's whistleblowing policy called Dealing with a Serious Concern which details the arrangements in place to assist employees in reporting known or suspected instances of inappropriate conduct including Code of Conduct breaches.

A breach of company policy will result in disciplinary action and may result in summary dismissal. You should also be aware that some breaches could also result in civil or criminal action.