

# GRI: STANDARD DISCLOSURES

## STRATEGY AND ANALYSIS

**G4-1** Statement from the most senior decision maker of the organisation (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and its strategy.

### Response

A message from Origin Managing Director, Grant King can be found [here](#).

**G4-2** Description of key risks and opportunities.

### Response

A description of Origin's key risks and opportunities is outlined on pages 29-31 of the [2014 Annual Report](#). A description of the broader operating environment including opportunities can also be found [here](#).

## ORGANISATIONAL PROFILE

**G4-3** Name of the organisation.

Origin Energy Limited.

**G4-4** Primary brands products and/or services, the reporting organisation should indicate the nature of its role in providing these products and services, and the degree to which it utilises outsourcing.

### Response

Origin is the leading Australian integrated energy company focused on gas and oil exploration and production, power generation and energy retailing. A member of the S&P/ASX 20 Index, the Company has 6,701<sup>(1)</sup> employees and is a leading producer of gas in eastern Australia. Origin is Australia's largest energy retailer servicing 4.3 million electricity, natural gas and LPG customer accounts and has one of the country's largest and most flexible generation portfolios with approximately 6,010 MW of capacity, through either owned generation or contracted rights.

Origin has an upstream Exploration & Production business in Australia and New Zealand, with exploration and production interests principally located in eastern and southern Australia, the Browse and Perth basins in Western Australia, the Bonaparte and Beetaloo basins in the Northern Territory and in New Zealand. Origin holds a 37.5 per cent interest in Australia Pacific LNG which owns extensive CSG reserves, predominantly in the Surat and Bowen basins in Queensland. Australia Pacific LNG has the largest 2P CSG reserves positions<sup>(2)</sup> in Australia of 14,091 PJe<sup>(3)</sup> and is developing a large CSG to LNG project that has a nameplate capacity of nine million tonnes of LNG each year for export to supply the growing demand in Asia under long term supply contracts.

In New Zealand, Origin holds a 53.1 per cent interest in Contact Energy, one of New Zealand's leading integrated generation and energy retailing companies. Contact Energy supplies electricity, gas and LPG to approximately 568,000 commercial and

residential customers and has a 22 per cent share of the retail electricity market<sup>(4)</sup>. Contact Energy owns and operates a generation portfolio of 2,359 MW across New Zealand, the majority of which is renewables and supplies approximately 24 per cent of New Zealand's electricity needs.<sup>(5)</sup> Contact Energy focuses on developing, owning and operating lower cost baseload and flexible generation capacity, and increasing proportion of which is delivered from geothermal and hydro generation, which contributes to an increasingly competitive energy supply.

Origin has a strong focus on ensuring the sustainability of its operations, is the largest green energy retailer in Australia and has significant investments in renewable energy technologies including wind, geothermal and hydro developments in the Asia Pacific Region.

A complete list of all controlled entities can be found on pages 109-111 of the [2014 Annual Report](#).

**G4-5** Location of organisation's headquarters.

### Response

Origin's registered head office is Level 45, Australia Square, 264-278 George Street, Sydney NSW Australia 2000.

**G4-6** Report the number of countries where the organisation operates, and the names of the countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.

### Response

Origin has assets and operations in 12 countries, with major operations in Australia and New Zealand. Details of Origin's areas of operation can be seen [here](#).

**G4-7** Nature of ownership and legal form.

The nature of Origin's ownership and details of legal form can be found on pages 109-111 of the [Annual Report](#).

**G4-8** Report the markets served.

### Overview

Origin has assets and operations in 12 countries, with major operations in Australia and New Zealand. Details of Origin's areas of operation can be seen [here](#).

### Detailed response

Origin's Energy Markets business is an integrated provider of energy solutions to retail and wholesale markets in Australia and in the Pacific. Energy Markets has a diverse portfolio of gas and coal supply contracts, operates one of Australia's largest, most flexible and diverse generation portfolios with 6,010 MW of generation capacity, and, as Australia's leading electricity, gas and LPG retailer, continues to increase its product and service offerings to customers.

A review of the Energy Markets business performance, including sales of natural gas and electricity, and customer accounts for our retail business can be found in Origin's [Annual Report](#) overview of the Energy Markets operations (see page 17).

**G4-9** Report the scale of the organisation.

### Response

Origin is the leading Australian integrated energy company focused on gas and oil exploration and production, power generation and energy retailing. A member of the S&P/ASX 20 Index, the Company has 6,701<sup>(1)</sup> employees and is a leading producer of gas in eastern Australia. Origin is Australia's largest energy retailer servicing 4.3 million electricity, natural gas and LPG customer accounts and has one of the country's largest and most flexible generation portfolios with approximately 6,010 MW of capacity, through either owned generation or contracted rights.

Origin has an upstream Exploration & Production business in Australia and New Zealand, with exploration and production interests principally located in eastern and southern Australia, the Browse and Perth basins in Western Australia, the Bonaparte and Beetaloo basins in the Northern Territory and in New Zealand. Origin holds a 37.5 per cent interest in Australia Pacific LNG which owns extensive CSG reserves, predominantly in the Surat and Bowen basins in Queensland. Australia Pacific LNG has the largest 2P CSG reserves positions<sup>(2)</sup> in Australia of 14,091 PJe<sup>(3)</sup> and is developing a large CSG to LNG project that has a nameplate capacity of nine million tonnes of LNG each year for export to supply the growing demand in Asia under long term supply contracts.

In New Zealand, Origin holds a 53.1 per cent interest in Contact Energy, one of New Zealand's leading integrated generation and energy retailing companies. Contact Energy supplies electricity, gas and LPG to approximately 568,000 commercial and residential customers and has a 22 per cent share of the retail electricity market.<sup>(4)</sup> Contact Energy owns and operates a generation portfolio of 2,359 MW across New Zealand, the majority of which is renewables and supplies

(1) Excludes Contact Energy.

(2) EnergyQuest, May 2014.

(3) At 30 June 2014. For further information refer to Origin's Annual Reserves Report for the year ended 30 June 2014, announced on 31 July 2014. Also refer to the Important Information on reserves and resources disclosures on page 9 of Origin's 2014 Annual Report.

(4) By electricity customer accounts at 30 June 2014.

(5) Based on New Zealand's total annual electricity generation for the year ended 30 June 2014.

approximately 24 per cent of New Zealand's electricity needs.<sup>(5)</sup> Contact Energy focuses on developing, owning and operating lower cost baseload and flexible generation capacity, and increasing proportion of which is delivered from geothermal and hydro generation, which contributes to an increasingly competitive energy supply.

Origin has a strong focus on ensuring the sustainability of its operations, is the largest green energy retailer in Australia and has significant investments in renewable energy technologies including wind, geothermal and hydro developments in the Asia Pacific Region.

A complete list of all controlled entities can be found on pages 109-111 of the [2014 Annual Report](#).

**G4-10** Scale by Employees and breakdown.

### Overview

As at June 30 2014 Origin's total number of employees is 6,701, an increase of 18 per cent on FY 2013. This excludes Contact Energy.

### Related topics

[Our people](#)

### Detailed response

Figures are provided for Australia and New Zealand employees only, as at 30/06/2014, excluding approximately 762 employees at Eraring Power Station in Australia, LPG Asia Pacific and other international locations.

### Employees by employment contract and gender

Contract	Female	Male	Total
Permanent	2,153 39%	3,340 61%	5,493
Fixed Term	189 43%	251 57%	440
Casual	1 17%	5 83%	6
<b>Total</b>			<b>5,939</b>

### Permanent employees by employment type and gender

Type	Female	Male	Total
Full time	1,818 36%	3,291 64%	5,109
Part time	334 87%	50 13%	384
<b>Total</b>			<b>5,493</b>

### Employees by region and gender

Region	Female	Male	Total
Australian Capital Territory	1 17%	5 83%	6
New South Wales	254 39%	404 61%	658
Northern Territory	1 8%	12 92%	13
Queensland	725 30%	1,723 70%	2,448
South Australia	468 58%	344 42%	812
Tasmania	13 32.5%	27 67.5%	40
Victoria	846 47%	953 53%	1,799
Western Australia	2 7%	25 93%	27
New Zealand	33 24%	103 76%	136
<b>Total</b>			<b>5,939</b>

Origin holds a 37.5 per cent interest in Australia Pacific LNG. Australia Pacific LNG has the largest 2P CSG reserves positions<sup>(2)</sup> in Australia of 14,091 PJe<sup>(3)</sup> and is developing a large CSG to LNG project. A substantial portion of the work on this project is performed by contractors. There are no significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).

**G4-11** Report the percentage of total employees covered by collective bargaining agreements.

**Response**

As at 30th June 2014, 32.8 per cent of our Australia/New Zealand employees are covered by collective bargaining agreements.

Figures are provided for Australia and New Zealand employees only, as at 30/06/2014, excluding approximately 762 employees at Eraring Power Station in Australia, LPG Asia Pacific and other international locations.

**Related topics**

[Our people](#)

**G4-12** Describe the organisation's supply chain.

**Response**

Origin has leading integrated operations in the energy production, generation and retail sectors of the Australian energy supply chain, comprising:

- a large and diverse legacy gas portfolio which, together with flexible gas transport arrangements, supports a strong domestic gas production and supply business;
- one of Australia's largest generation portfolios of approximately 6,010 MW providing flexibility and diversity across fuel, generation type and geography; and
- the leading energy retailing position in Australia with approximately 29 per cent<sup>(6)</sup> market share of electricity and gas retail customer accounts in Australia's eastern and southern states, servicing over 4.3 million electricity, gas and LPG customers with a diverse portfolio of energy products and solutions including green energy products.

**G4-13** Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain.

**Response**

On 1 August 2013, the consolidated entity acquired 100 per cent of Eraring Energy Pty Limited and its 100 per cent owned subsidiary Eraring Energy Services Pty Limited.<sup>(7)</sup>

The following entities were incorporated/registered during the financial year:

Origin Energy LNG Holdings Pte Limited, Origin Energy Generacion Chile SpA and Origin Energy Browse Pty Ltd were incorporated/registered during the year ended 30 June 2014.

The following entities ceased to be controlled and were sold/deregistered/struck off during the financial year:

- Origin Energy Leasing Limited was deregistered during the year ended 30 June 2014.

Name changes during the financial year:

Eraring Energy Pty Limited to Origin Energy Eraring Pty Limited.

Eraring Energy Services Pty Limited to Origin Energy Eraring Services Pty Limited.

(6) Based on Origin natural gas and electricity customer accounts as at 30 June 2014 and estimated market customer accounts as at 30 June 2013.

(7) See Note 20 in 'Notes to the financial statements' in Origin's [2014 Annual Report](#)

**G4-EU1** Installed capacity, broken down by primary energy source and by regulatory regime.

### Overview

Origin has a large generation portfolio of approximately 6,010 MW providing flexibility and diversity across fuel, generation type and geography.

### Detailed response

Performance of the generation portfolio, including contracted plant is summarised below.

Plant	Location	Origin ownership	Capacity	Type <sup>(7)</sup>	Fuel	Equivalent Reliability Factor	Electricity output (GWh)
<a href="#">Eraring <sup>(8)</sup></a>	NSW, Australia	100%	2,880 MW	Coal-fired	Black Coal	96.9%	11,386
<a href="#">Uranquinty</a>	NSW, Australia	100%	640 MW	Open Cycle Gas Turbine	Natural Gas	99.7%	223
<a href="#">Darling Downs</a>	Qld, Australia	100%	630 MW	Combined Cycle Gas Turbine	Natural Gas	91.1%	3,256
<a href="#">Mortlake</a>	Victoria, Australia	100%	550 MW	Open Cycle Gas Turbine	Natural Gas	95.4%	1,666
<a href="#">Mount Stuart</a>	Qld, Australia	100%	414 MW	Open Cycle Gas Turbine	Kerosene	99.6%	8
<a href="#">Quarantine</a>	SA, Australia	100%	216 MW	Open Cycle Gas Turbine	Natural Gas	99.6%	256
<a href="#">Ladbroke Grove</a>	SA, Australia	100%	80 MW	Open Cycle Gas Turbine	Natural Gas	96.5%	228
<a href="#">Roma</a>	Qld, Australia	100%	74 MW	Open Cycle Gas Turbine	Natural Gas	99.4%	64
<a href="#">Shoalhaven Pump Storage scheme <sup>(9)</sup></a>	NSW, Australia	100%	240 MW	Pump/Hydro	Water	95.5%	4
<a href="#">Cullerin Range</a>	NSW, Australia	100%	30 MW	Wind Farm	Wind	94.7% <sup>(10)</sup>	104
<b>Internal Generation</b>			<b>5,754 MW</b>			<b>96.7%</b>	<b>17,195</b>
<b>Externally contracted (50% share)</b>							
Osborne <sup>(11)</sup>	SA, Australia	50%	180 MW	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	98.2%	
Worsley	WA, Australia	50%	120 MW	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	98.0%	
Bulwer Island	Qld, Australia	50%	32 MW	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	98.2%	
<b>Total</b>			<b>6,010 MW</b>				

**G4-EU2** Net energy output broken down by primary energy source and by regulatory regime.

### Overview

The electricity output from Origin's internal generation portfolio to the year ending June 30 2014 was 17,195 GWh, fuelled by natural gas, black coal, kerosene, water and wind.

### Detailed response

Performance of the generation portfolio, including contracted plant is summarised below.

Plant	Location	Origin ownership	Type <sup>(7)</sup>	Fuel	Electricity output (GWh)
<a href="#">Eraring <sup>(8)</sup></a>	NSW, Australia	100%	Coal-fired	Black Coal	11,386
<a href="#">Uranquinty</a>	NSW, Australia	100%	Open Cycle Gas Turbine	Natural Gas	223
<a href="#">Darling Downs</a>	Qld, Australia	100%	Combined Cycle Gas Turbine	Natural Gas	3,256
<a href="#">Mortlake</a>	Victoria, Australia	100%	Open Cycle Gas Turbine	Natural Gas	1,666
<a href="#">Mount Stuart</a>	Qld, Australia	100%	Open Cycle Gas Turbine	Kerosene	8
<a href="#">Quarantine</a>	SA, Australia	100%	Open Cycle Gas Turbine	Natural Gas	256
<a href="#">Ladbroke Grove</a>	SA, Australia	100%	Open Cycle Gas Turbine	Natural Gas	228
<a href="#">Roma</a>	Qld, Australia	100%	Open Cycle Gas Turbine	Natural Gas	64
<a href="#">Shoalhaven Pump Storage scheme <sup>(9)</sup></a>	NSW, Australia	100%	Pump/Hydro	Water	4
<a href="#">Cullerin Range</a>	NSW, Australia	100%	Wind Farm	Wind	104
<b>Internal Generation</b>					<b>17,195</b>
<b>Externally contracted</b>					
Osborne <sup>(11)</sup>	SA, Australia	50%	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	
Worsley	WA, Australia	50%	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	
Bulwer Island	Qld, Australia	50%	Combined Cycle Gas Turbine, Cogeneration	Natural Gas	

(7) OCGT = open cycle gas turbine; CCGT = closed cycle gas turbine.

(8) Availability for Eraring = Equivalent Availability Factor (which takes into account de-ratings).

(9) Shoalhaven Pump Storage Scheme consists of two pumped hydro power stations at Bendeela and Kangaroo Valley.

(10) Availability Factor.

(11) For Osborne, Origin holds a 50 per cent share and contracts 100 per cent of the output.

## COMMITMENTS TO EXTERNAL INITIATIVES

**G4-14** Report whether and how the precautionary approach or principle is addressed by the organisation.

### Response

Origin operates its business in accordance with the 20 HSE Management Standards described in the HSE Management System, with additional detailed controls specified in a suite of HSE and operational risk directives.

The HSE Management System is aligned with the requirements of company HSE Policy and recognised international standards including ISO 14001, OHSAS 18001, ISO 31000 and AS 4801 and support the Company in its efforts to comply with legal obligations.

Origin's HSE Management System is premised on adopting a risk based approach to decisions relating to its activities, products and services. Key activities such as major projects are risk assessed during early planning. Risk identification, assessment and control continues throughout the project lifecycle. Further, Our Compass which contains our Purpose, Principles, Values and Commitments underpins our approach to day to day business.

### Related topics

[Society](#)

**G4-15** List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.

### Response

Origin commits to abiding by all applicable laws and regulations in the places we conduct our activities.

In addition, Origin's activities are guided by:

- the International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights);
- the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association and the right to collective bargaining);
- the ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples;
- in instances where security personnel are engaged, applicable international law enforcement principles including the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, the Code of Conduct for Law Enforcement Officials and the Voluntary Principles on Security and Human Rights; and
- the UN Guiding Principles on Business and Human Rights.

Origin participates in the following Indexes and Benchmarks:

- Dow Jones Sustainability Index
- esaa Sustainable Practice Framework
- CDP Carbon
- CDP Water
- FTSE4Good

### Related topics

[Society](#)

**G4-16** List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation holds a position on the governance body; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.

### Overview

Origin is an active member of a number of industry and business associations that are peak industry bodies for the major business areas in which we operate. These include the Business Council of Australia, Australian Petroleum Production and Exploration Association, Energy Supply Association of Australia, Energy Retailers Association of Australia and Queensland Resources Council.

### Related topics

[Society](#)

### Detailed response

Origin is an active member of a number of industry and business associations that are peak industry bodies for the major business areas in which we operate. These include the Business Council of Australia, Australian Petroleum Production and Exploration Association, Energy Supply Association of Australia, Energy Retailers Association of Australia and Queensland Resources Council.

Senior executives of Origin are on the Boards of all of these associations and from time to time we hold Chairmanship and other key positions.

Our commitment to these organisations is substantial and strategic and we often contribute expertise, project fees and other resources beyond routine membership obligations. For example Grant King is currently Chairman of the Business Council of Australia's Infrastructure and Sustainable Growth Committee.

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

### G4-17

- a. List all entities included in the organisation's consolidated financial statements or equivalent documents.
- b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.

A complete list of all controlled entities, including ownership details can be found on pages 109-111 of the [2014 Annual Report](#).

The activities of Contact Energy are not covered in this report. Contact reports annually on its sustainability performance and this report can be downloaded from Contact's [website](#).

**G4-18** Explain the process for defining the report content and the Aspect Boundaries. Explain how the organisation has implemented the Reporting Principles for Defining Report Content.

### Response

For 2014, Origin has reported on 17 Material Aspects. Our approach to materiality is described [here](#) and a list of Material Aspects described within this report can be found [here](#).

**G4-19** List all the Material Aspects identified in the process for defining report content.

### Response

For 2014, Origin has reported on 17 Material Aspects. Our approach to materiality is described [here](#) and a list of Material Aspects described within this report can be found [here](#).

**G4-20 & 21** Material aspect boundaries within and outside of the organisation.

Material Aspect	Within the organisation					Outside the organisation					
	Energy Markets	LNG	Exploration & Production	International Development	Corporate	Business Partners	Employees	Shareholders	Customers	Communities	Geography
Delivering the Australia Pacific LNG project	●	●			●	●	●	●		●	South West Qld
Land access and coexistence		●	●			●				●	South West Qld
Protecting water resources	●	●	●		●					●	South West Qld & NSW Central Coast
Impact on communities	●	●	●							●	South West Qld
Sharing economic benefits		●			●		●	●		●	All
Biodiversity	●	●	●							●	Australia
Customer care	●				●				●		Australia
Addressing energy affordability	●								●		Australia
Emissions	●	●	●							●	Australia
Keeping our people safe	●	●	●	●	●	●	●				All
Ensuring sound and stable policy	●	●	●	●	●			●		●	All
Achieving gender diversity					●		●				All
Corporate governance					●			●		●	All
Tomorrow's energy solutions	●		●	●	●		●	●			All

**G4-22** Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such restatement (e.g. mergers/acquisitions, change of base year/periods, nature of business, measurement methods).

**Response**

On 1 August 2013, Origin acquired 100 per cent of Eraring Energy Pty Limited and its 100 per cent owned subsidiary Eraring Energy Services Pty Limited. As such, Eraring's environmental performance is incorporated in to Origin's sustainability reporting this year. Emissions from Eraring were already included in Origin's emissions reporting under the Gentrader arrangements for the power station.

**G4-23** Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.

**Response**

Nil

**STAKEHOLDER ENGAGEMENT**

**G4-24** List of stakeholder groups engaged by the organisation.

**Response**

Origin defines its five key stakeholder groups as our employees, our communities, our employees, our investors and our business partners. Details of our engagement with these groups can be found [here](#).

**G4-25** Basis for identification and selection of stakeholders with whom to engage.

**Response**

Details of Origin's stakeholder engagement can be found [here](#).

**G4-26** Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

**Response**

Details of Origin's stakeholder engagement can be found [here](#).

**G4-27** Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.

**Response**

Details of the interests of Origin's stakeholders and our stakeholder engagement activities can be found [here](#).

**REPORT PROFILE**

**G4-28** Reporting period (such as fiscal or calendar year) for information provided.

**Response**

Unless otherwise stated, all information presented within this report refers to the 2013 financial year, commencing 1 July 2013 and ending 30 June 2014.

**G4-29** Date of most recent previous report (if any).

**Response**

Origin's previous [Sustainability Report](#) was released in October 2013, covering the 2013 financial year.

**G4-30** Reporting cycle (such as annual, biennial).

**Response**

Origin releases its Sustainability Report on an annual basis.

**G4-31** Provide the contact point for questions regarding the report or its contents.

**Response**

We welcome feedback on our report. [originsustainability@originenergy.com.au](mailto:originsustainability@originenergy.com.au)  
Origin Sustainability  
Australia Square  
Level 45, 264-278 George Street  
Sydney NSW Australia 2000

## GRI CONTENT INDEX

### G4-32

- Report the 'in accordance' option the organisation has chosen.
- Report the GRI Content Index for the chosen option.
- Report the reference to the External Assurance Report, if the report has been externally assured.

### Response

Origin's 2014 Sustainability Report has been developed 'in accordance' with the Core GRI Contents Index under the G4 guidelines. The report has not been externally assured, however Scope 1 and 2 emissions figures presented have been assured by PriceWaterhouseCoopers and community contributions data presented has been verified by the London Benchmarking Group. The report has been through Origin's standard internal review and verification process for information for external release.

## ASSURANCE

### G4-33

- Report the organisation's policy and current practice with regard to seeking external assurance for the report.
- If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.

- Report the relationship between the organisation and the assurance providers.
- Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.

### Response

While external assurance has not been sought for this complete report, Scope 1 and 2 emissions figures presented have been assured by PriceWaterhouseCoopers and community contributions data presented has been verified by the London Benchmarking Group.

The report has been through Origin's standard internal review and verification process for information for external release.

## GOVERNANCE

**G4-34** Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.

### Overview

Origin Energy's board is accountable to shareholders for the performance of the Company and is structured to facilitate the effective discharge of its duties and to add value through its deliberations. Five committees assist the Board in executing its duties relating to audit, remuneration, health, safety and environment, nomination and risk.

## Related Material Aspect

[Corporate Governance](#)

### Detailed response

Origin Energy's board is accountable to shareholders for the performance of the Company and is structured to facilitate the effective discharge of its duties and to add value through its deliberations. The Board's size and composition is determined by the Directors, within limits set by Origin's constitution, which requires a Board of between five and 12 Directors. As at 30 June 2014, the Board comprised nine Directors, including two Executive Directors and seven Non-executive Directors, six of whom are considered independent by the Board. Directors' profiles, duration of office and details of their skills, experience and special expertise are set out in the Director's Report contained within our [Annual Report](#) and on our [website](#).

Five committees assist the Board in executing its duties relating to audit, remuneration, health, safety and environment, nomination and risk. Each committee has its own Charter which sets out its role, responsibilities, composition, structure, membership requirements and operation. These charters are available for download on our [website](#). The relevant Committees of the Board are involved in decision making on economic, environmental and social matters in accordance with their respective Charters. The membership of the Board committees can be seen in the table below.

	Audit	Remuneration	Health, Safety & Environment	Nomination	Risk
<b>Non-executive Directors</b>					
John Akehurst			Chairman	Member	Member
Bruce Beeren		Member			Member
Maxine Brenner	Member				Member
Gordon Cairns	Member	Member	Member	Chairman	Chairman
Bruce Morgan	Chairman		Member	Member	Member
Ralph Norris	Member	Member			Member
Helen Nugent	Member	Chairman		Member	Member
<b>Executive Directors</b>					
Grant King			Member		Member
Karen Moses					Member

Source: FY 2014 Corporate Governance Statement

For more information, see Origin's 2014 Corporate Governance statement available [here](#).

---

## ETHICS AND INTEGRITY

**G4-56** Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.

### Overview

[Origin's Compass](#) governs the standards of decision making, behaviour and actions expected by the Company.

### Detailed response

Origin Energy expects all Directors, employees and other persons that act on behalf of the Company to conduct themselves in accordance with Origin Energy's Principles, Values and Commitments and its policies that guide business conduct.

These elements are set out in our [Code of Conduct](#). The Code of Conduct also details some key policies and procedures which govern business conduct. These include:

- Diversity and Inclusion
- Discrimination, Harassment and Bullying
- Health, Safety and Environment
- Dealing in Securities
- Gifts and Gratuities, Anti Bribery and Facilitation Payments

The Company has also established guidelines for the reporting of and dealing with serious concerns.