

# Supplier Code of Conduct



## Purpose

When performing work for Alinta Energy, our "Suppliers" (including their related bodies corporate, employees, representatives, subcontractors, and partners) must observe all applicable laws and regulations and comply with this Supplier Code of Conduct (the Code). Alinta Energy expects Suppliers to take reasonably practicable steps towards the implementation of the requirements of this Code throughout their own supply chains and provide this Code to all workers performing work for Alinta Energy irrespective of the geographical location of their operations.

## Health, Safety & Environment

Our Suppliers must provide workers a safe and healthy working environment. Our Suppliers must comply with any site specific health, safety and environment standards, laws and regulations that apply to the work being performed, implement a system to identify and ensure all health, safety and environmental risks are minimised, take preventative safeguard measures, handle hazardous materials and dispose of waste according to applicable environmental law and ensure that workers receive on-going training on health and safety requirements. Suppliers must develop and implement written health, safety and environment policies and standards, and use appropriate management systems to identify and record health, safety and environmental risks and incidents within their operations, including actions taken to reduce identified risks to an acceptable level.

## Labour & Human Rights

Alinta Energy opposes modern slavery in all its forms including the use of child labour, forced labour, involuntary labour and people trafficking, and expects our Suppliers to do the same. Our Suppliers must prevent and oppose the recruitment of individuals under the age of 18, forcing individuals to work through violence or intimidation, the use of deceptive hiring practices and other acts of modern slavery.

Our Suppliers must ensure fair pay and working conditions including a living wage, freely chosen employment, freedom to move and associate including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and must not require or pressure workers to surrender government issued identification, passports or work permits.

Our Suppliers must treat all workers with respect and dignity and must not tolerate harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse or the threat of any such treatment. No worker will be physically, psychologically, sexually, or verbally harassed, abused, bullied or discriminated against due to their age, gender, marital status, sexual orientation, pregnancy, race, religion or intellectual or physical impairment.

Our Suppliers must exercise due diligence to understand the risks of modern slavery within their supply chains and to reasonably assure that the products it manufactures or supplies, do not directly or indirectly finance or benefit groups that are perpetrators of serious human rights abuses.

## Community & Local Engagement

Alinta Energy supports the communities within which we operate, respecting their diverse cultures and managing the potential impacts associated with our operations. Alinta Energy is committed to, wherever possible, offering local engagement opportunities and supporting indigenous and regional business through procurement and employment and expects our Suppliers to do the same.

## Ethical Business Practice

Our Suppliers are required to act with honesty and integrity and conduct themselves in a manner consistent with current community and Alinta Energy standards, and in compliance with all applicable laws.

Our Suppliers must not engage in fraudulent, dishonest or corrupt behaviour, or assist others in such behaviour, including money laundering, facilitation payments, bribery or corruption of any form.

Our Suppliers must ensure personal activities and interests, and those of employees and subcontractors, do not conflict with their responsibilities to Alinta Energy or applicable law.

Alinta Energy is committed to privacy and data protection. Our Suppliers must apply adequate data privacy and security protection to protect our confidential information and the personal information of our customers and employees from unauthorised access, use and disclosure. Our Suppliers who collect, use, store or have access to such information must have adequate processes and procedures in place to monitor compliance with applicable privacy laws and any contractual obligations with Alinta Energy.

## Risk Management

Our Suppliers must promptly report any violations of this Code or applicable law, and ensure workers are able to do the same, without fear of retaliation. Alinta Energy's anonymous reporting hotline may be used by our Suppliers and the details are set out below.

Our Suppliers must ensure that complaints and grievances are treated confidentially, investigated and remediated and must prevent retaliation or discrimination against any person who has lodged a complaint or grievance. The Supplier must maintain records of grievances and investigations undertaken and allow Alinta Energy access to these records upon request.

Alinta Energy may from time to time ask Suppliers to provide information demonstrating compliance with this Code or may perform audits of Suppliers facilities and operations for the purposes of ensuring ongoing compliance with this Code. In circumstances where Alinta Energy becomes aware that Suppliers have not conducted themselves consistently with this Code, Alinta Energy reserves the right to take immediate remedial action, request remediation or mitigation plans, or cease the commercial relationship if a Supplier fails to remediate or comply with this Code.

We encourage our Suppliers to actively manage their supply chains and measure its performance against this Code and report any adverse findings to Alinta Energy without delay.

## Alinta Energy Reporting Hotline

Telephone (24 hours a day, 7 days per week)  
1800 456 493

### Email

[alintaenergyhotline@deloitte.com.au](mailto:alintaenergyhotline@deloitte.com.au)

### Website

[www.alintaenergyhotline.deloitte.com.au](http://www.alintaenergyhotline.deloitte.com.au)

Username: alintaenergy

Password: hotline

### Post

Alinta Energy Hotline

Reply Paid 12628

A'Beckett Street

Victoria 8006