
Policy – Human Rights

Purpose

To outline the organisation's:

- commitment to respecting and supporting human rights across our operations and supply chain; and
- expectation about how we conduct ourselves and make decisions to support this commitment.

Applies to

All:

- employees and labour hire (**Personnel**); and
- business partners, consultants, contractors, and suppliers, including their agents, employees, and sub-contractors (**Third Parties**).

Introduction

Our approach to human rights is underpinned by our vision, purpose, and values, and supported by our [Code of Conduct](#).

In providing access to electricity and advancing cleaner energy solutions, we are mindful of the need to protect human rights.

This policy outlines our human rights guiding principles, commitments, and implementation approach.

Guiding principles

We are guided by the following:

- UN Guiding Principles on Business and Human Rights, specifically:
 - responsibility to respect human rights in the workplace; and
 - if necessary, provide access to effective remedy.
- The principles set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, specifically:
 - freedom of association and the recognition of the right to collective bargaining;
 - the elimination of all forms of forced or compulsory labour;
 - the effective abolition of child labour;
 - the elimination of discrimination in respect of employment and occupation; and
 - a safe and healthy working environment.

Policy commitments

We recognise that human rights are universal and fundamental rights that preserve the inherent freedom, dignity, and equality of all human beings.

Human rights are integrated into the business practices in our organisation, and the ownership and responsibilities are managed by business functions that provide the most expertise.

Expected standards of behaviour are set out in our [Code of Conduct](#) and [External Partner Code of Conduct](#).

Policies and processes embed our commitment to human rights, including:

- [Code of Conduct](#) – outlines the expectations on how we all conduct ourselves at work and promote ethical decision-making and behaviour.
- [External Partner Code of Conduct](#) - communicates expectations of our external partners and their supply chains in providing goods and services to our organisation.
- [Modern Slavery Statement](#) - records our areas of risk, the actions we have taken and are taking, and how we measure the effectiveness of these actions in eliminating the risk of modern slavery in connection with our business and supply chain.
- [Forced labour and debt bondage position statement](#) - outlines our commitment to developing capability to identify and mitigate any risks of forced labour or debt bondage in our operations and services, as well as our supply chain.
- [Policy – Commitment to Health, Safety & Environment \(HSE\)](#) - outlines our commitment to HSE (both physical and mental) of our employees, contractors, visitors, and the community.
- [Policy – Privacy](#) - outlines our commitment to protecting the privacy of our customers, business contacts and other individuals with whom we interact.
- [Policy – Whistleblower](#) - sets out our commitment to implementing a whistleblower protection program that is an important part of detecting corrupt, illegal, or other misconduct as part of upholding the highest safety and ethical standards.
- [Reconciliation Action Plan](#) – focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging our people and stakeholders in reconciliation, as well as developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

Implementation

The commitments in this policy are managed through existing policies.

Through the implementation of its existing policies, the organisation will:

- actively engage with our supply chain and industry peers to inform them of our Human Rights commitments through our procurement processes;
- communicate our areas of risk, the actions we have taken and are taking, and how we measure the effectiveness of these actions in eliminating the risk of modern slavery in connection with our business and supply chain through our annual Modern Slavery Statement;
- conduct an annual assessment of the effectiveness of this policy through the Modern Slavery risk management process; and
- ensure the effectiveness of this policy by communicating this policy to Personnel through onboarding and training and Third Parties through engagement processes.

Our approach to managing human rights risks is constantly evolving as we learn from our experiences. The organisation intends to leverage these lessons and continually refine and improve our approach to human rights.

We encourage all Personnel, Third Parties, communities, and customers to report any actual or reasonably suspected violations of this policy. Where applicable, this can be done through our Whistleblower program as outlined in our [Policy - Whistleblower](#).