



Supplier Code of Conduct

30 June 2025

snowyhydro

Contents

Introduction	3
Compliance with laws	4
Ethical conduct	5
Health and safety	6
Human rights and social sustainability	7
Environmental Sustainability	10
Governance and Reporting	11

Snowy Hydro's role is to ensure energy security, underpin a transition to renewables and drive value in the market for all.

Snowy Hydro values of Safety, Teamwork, Ownership, Agility, Decency and Courage are ingrained in what we do. We wish to carry these values through to how we engage with our Suppliers, Customers, Community and the Environment.

Snowy Hydro recognises the importance of our supply chain to its operations and reputation. The Code outlines the minimum standards that Snowy Hydro expects from its suppliers. This Code covers legal compliance, ethical conduct, risk management, human rights and social sustainability, environmental sustainability and governance.

By 'Snowy Hydro', this means the Snowy Hydro Limited group as the legal entity, including major projects such as Snowy 2.0 and Retail businesses Red Energy, Lumo Energy and Direct Connect.

By 'Supplier', Snowy Hydro means any entity that supplies goods or services to Snowy Hydro (including their related bodies corporate, subcontractors and partners). Where this Code refers to workers, this includes those working as employees, contractors, temporary and agency staff of the supplier and of its related entities.

Snowy Hydro expects suppliers to read, understand and ensure that their business and supply chain meet the following minimum standards.



Safety

Safety is always our number one priority



Teamwork

We help each other succeed through support and trust



Ownership

We take pride in our work and own our choices



Agility

We are adaptable and embrace change



Decency

We treat others the way we'd like to be treated



Courage

We speak up and act for what's important

Compliance with laws

Suppliers must comply fully with all laws and regulations applicable to them.

Ethical conduct

Suppliers must ensure personal activities and interests, and those of workers, do not conflict with their responsibilities to Snowy Hydro or under law.

Suppliers must engage in ethical business practices, including:

- Prohibiting all forms of bribery, corruption, and illegal payments
- Avoiding conflicts of interest in their dealings with Snowy Hydro
- Declaring any conflict of interest
- Conducting business with integrity, fairness, and transparency
- Protecting confidential information and respecting intellectual property rights

Health and safety

Safety is Snowy Hydro's first priority, and suppliers play a critical role in keeping workers safe.

Suppliers must:

- Ensure, so far as is reasonably practicable, the health and safety of workers, provide workers with a safe work environment and comply with all applicable laws and regulations relating to workplace health and safety
- Provide workers with job-related safety training and
- Abide by our site access procedures when coming onto any Snowy Hydro site

Human rights and social sustainability

Forced or involuntary labour

Workers must not be subject to any form of forced, compulsory, indentured, prison or child labour. All work must be voluntary and workers shall be free to terminate their employment at any time without penalty, given notice of a reasonable length. Confiscating or withholding worker identity documents or other valuable items, including work permits and travel documentation (e.g. passports) is prohibited. Workers must not be charged any fees for recruitment.

Wages and benefits

All workers must be paid at least the minimum wage required by applicable laws, and shall be provided all legally mandated benefits. Wage payments must not be delayed. Wage deductions must not be used as a disciplinary measure, or to keep workers tied to the employer or to their jobs. Workers must not be held in debt bondage or forced to work to pay off a debt. Deception in wage commitments, payments, advances or loans is prohibited.

Working hours

Working hours must be limited according to national or local law, including breaks. Overtime must be voluntary, must not replace regular employment and must be fairly compensated.



Humane treatment

The workplace must be free of any form of harsh or inhumane treatment. Disciplinary policies and procedures must be clearly defined and communicated to all workers. The use or threat of physical or sexual violence, harassment and intimidation against a worker, his or her family, or close associates, is strictly prohibited.

Workplace equality

Suppliers must not engage in or support discrimination in hiring and employment practices on any grounds not relevant to the position or employment.

Freedom of association

Workers have the right to join or form industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without facing discrimination or intimidation. Where freedom of association and collective bargaining is restricted under law, workers must have the right to develop parallel means.

Contract of employment

Written employment contracts must be provided to workers in a language they understand, clearly indicating their rights and responsibilities concerning wages, working hours and other working conditions.



Environmental Sustainability

Where the potential to impact our environmental performance is present, we expect Suppliers to ensure good environmental performance by:

- Complying with all relevant laws, regulations & reporting requirements as they relate to the environmental impact of the Supplier's business
- Specifically, where requested by Us, the supplier will disclose information pertaining to the National Greenhouse and Energy Reporting Scheme (NGER)

Governance and Reporting

Snowy Hydro monitors compliance with this Code, and may take steps to verify a suppliers' compliance with this Code including requesting information or supporting evidence, or conducting a review or audit.

Suppliers must monitor their compliance with this Code and, where they become aware of any instances of suspected or actual non-compliance, must promptly report the issue to Snowy Hydro and cooperate with Snowy Hydro to remedy it.

In the event of any non-compliance with this Code by a supplier, Snowy Hydro reserves the right to require the supplier to take remedial action or exercise any of its rights under the relevant agreement with the supplier.

Should Our Suppliers, people working along our supply chain or related parties become aware of misconduct, or improper circumstances, such as illegality or fraud, they can report it anonymously by using Our Whistleblower Service:

Whistleblower

Reportable Conduct

Working With Snowy Hydro Guide

snowyhydro