

# Code of Conduct



## We keep each other safe and well because we care

We provide a physically and psychologically safe workplace by adopting a collaborative WHS culture to achieve Zero Harm.

We all take responsibility for doing the right thing, for ourselves and for each other. We comply with relevant legislation, and the documented systems and processes designed to keep us safe and well.

## We act ethically and with integrity

We behave ethically and with integrity in everything we do. We comply with all relevant legislation, laws, regulations, mandatory standards and codes, as well as our own policies and procedures. Behaving ethically and with integrity supports us to build trust across our business and in our brand.

## We protect personal and confidential information

We protect personal, sensitive and business information. We take this legal obligation seriously and adhere to relevant systems and procedures to prevent unauthorised use or potential misuse of information.

## We treat each other with respect

We care for our community, customers, stakeholders, and each other. We value diversity across our workplace and treat people equally, with dignity, courtesy and respect. This ensures our workplaces and interactions with colleagues are free from discrimination, harassment, bullying and violence.

## We value sustainability

We respect the human rights of those we work and engage with. We seek to build trusted relationships with communities and stakeholders. We responsibly identify and manage our social and environmental impacts with the goal of elimination or minimisation and aim to go beyond compliance. We keep our sustainability principles front of mind by including social, economic and environmental considerations in our decisions and actions.

## We use our assets and resources responsibly

We look after Hydro Tasmania's assets, using money and resources responsibly and in the best interests of the organisation and the community.

Hydro Tasmania's Code of Conduct (the Code) reflects our organisational values and sets the standard of behaviour required of everyone working across our business, including employees of Hydro Tasmania, Entura, Momentum and AETV, as well as any contractors, consultants or other workers who perform work in our workplace. The Code is comprised of six core principles (key expectations) that provide practical guidance and direction on our required standard of behaviour and reflect our approach to business conduct.

People covered by this Code are expected to always comply with the requirements, and to meet the expected standards of behaviour, set out in this Code. Breaches of our Code may result in disciplinary action.

## Raising Concerns

There are a number of avenues for reporting a suspected breach of our Code including by contacting the Hydro Tasmania General Counsel, the Head of Internal Audit, a member of the People & Capability team, the Tasmanian Ombudsman or the Integrity Commission. The appropriate person or authority to contact will depend on the circumstances. Further information on reporting avenues can be found on the Intranet and in the Public Interest Disclosure Procedure. Additionally, Hydro Tasmania group offers an independently run, external reporting service, "Be Heard". Individuals may choose to report perceived serious misconduct through this channel, including anonymously if desired, rather than internally.

**Ian Brooksbank**  
Chief Executive Officer