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# Code of Conduct





# 1. Foreword

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Endeavour Energy is evolving from a traditional 'poles and wires' electricity distribution network to a 'future network'. Our people are safety-focused, customer-centred, performance-driven, fair and ethical. We work together to provide safe, affordable and reliable electricity to 2.5 million people and we continue to adapt and seek out opportunities to grow and improve.

Our *Code of Conduct* sets out the minimum standards of behaviour we expect of everyone, so that our business can be a place of inclusion and diversity, where our people enjoy working together, can create positive change and strive for excellence - now and into the future.

The *Code of Conduct* should be read in conjunction with our policies and procedures, which detail how we go about our work and our Values, which set out the behaviours our employees aspire towards. Together, our *Code of Conduct*, Values, policies and procedures guide our people, as we're powering communities for a brighter future.



**Guy Chalkley**

Chief Executive Officer  
Endeavour Energy

## 2. Who does our Code of Conduct apply to?

Our *Code of Conduct* applies to all our employees and contractors when they perform activities on behalf of Endeavour Energy.

## 3. Our Code of Conduct

Underpinning Endeavour Energy's Values and policies and procedures, we are all required to act in accordance with the following principles:

### Looking after our people



We put safety first



We embrace diversity and treat each other with respect



We do the right thing by our communities and the environment

### How we do business



We act with honesty and integrity



We are professional



We protect the reputation of our business



## 4. Looking after our people



### We put safety first

We work safely and take safety seriously. We are committed to continuous improvement, learning and care.

By working safely and maintaining the safety of our assets we look after ourselves and those around us, so everyone can go home to their families safe and healthy each day.

If we can't do something safely, we call it out and stop the job until we can do it safely.



### We embrace diversity and treat each other with respect

We want everyone to feel respected, valued and supported so they can contribute their best every day. We look out for each other and we each perform at our best, we help each other so the business can perform at its best.

We are respectful, behave appropriately, support each other and work as a team.

We are inclusive and we value diversity in our workplace and in our community. We work collaboratively and we share our strengths to benefit each other, the business and our customers.

If we see something that is disrespectful or inappropriate we call it out and/or report it to stop it happening again or to stop someone getting hurt.



### We do the right thing by our communities and the environment

We serve and support our communities.

We do our best to minimise the impact of our operations on our customers and our communities. We provide efficient and effective service to our customers.

We work hard to be sustainable in our operations and to minimise our environmental impact. We respect the environment in the way that we work.



# 5. How we do business

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## We act with honesty and integrity

We do the right thing, the right way.  
We comply with lawful directions and any applicable laws, regulations, policies and procedures.  
We are fair and respectful with our customers, colleagues, suppliers and contractors, and follow through when we say we will do something.  
We protect and use company assets, data and resources appropriately.  
We are efficient with our time and resources, and we ensure that the business's assets and information are not misused.



## We are professional

We strive to perform at our best, innovate, learn and adapt. We have a strong work ethic, are dependable and work carefully and diligently.  
We perform our duties properly in line with our delegated authority and are accountable for our decisions and the outcomes of our actions.  
Our managers lead by example and set the right standard.



## We protect the reputation of our business

We act as ambassadors for the brand and uphold the good name and reputation of our company.  
We only provide public comment when authorised and we do not use company resources (including working hours) to conduct political or other non-work related activities.  
The way we record, use and handle information is critical to our integrity and reputation amongst the community, other businesses, organisations and our employees. We manage our information assets as if they are our own and take care to preserve the privacy and accuracy of the information we hold. We do not use information about the company, its employees, customers or business relationships to gain personal advantage for ourselves or others.



## 6. What you need to do

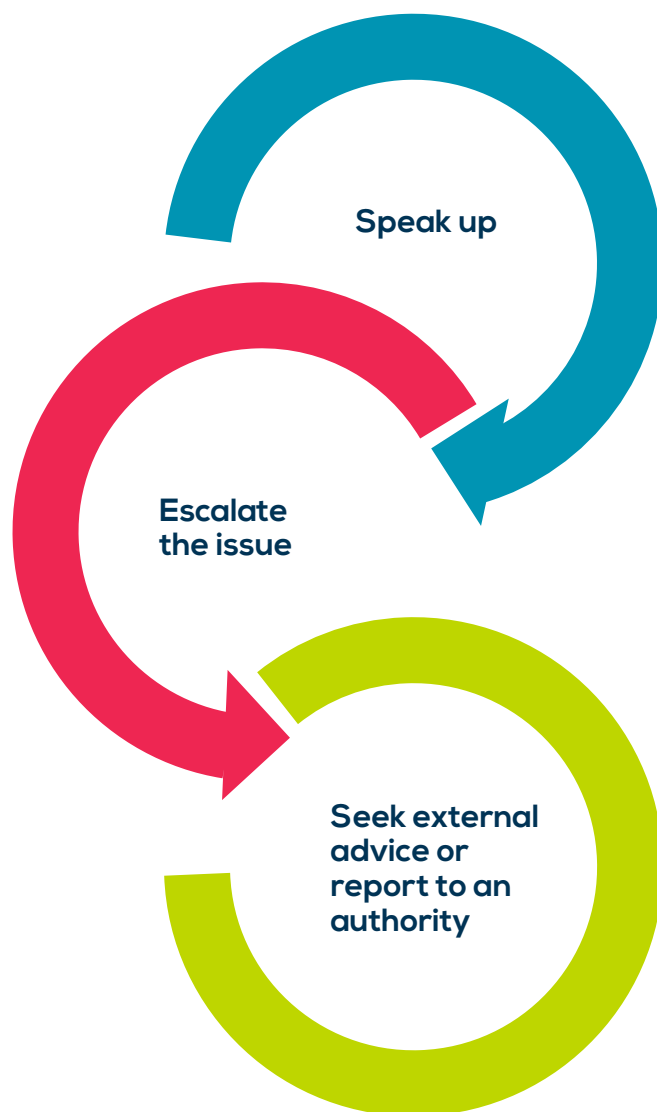
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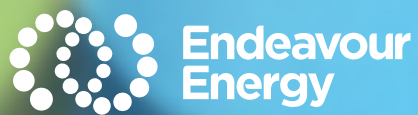
Each of us is responsible for following the *Code of Conduct* and disclosing any wrongdoing of which we become aware. Breaches of the *Code of Conduct* may lead to disciplinary action in line with our company policies.

If we see our colleagues or contractors behaving in ways that may not fit with our *Code of Conduct*, we raise our concerns. Consider speaking with the person(s) concerned, or if the matter is serious or continues, escalate the issue to a manager or People & Culture.

A copy of our Whistleblower policy is located on our Intranet. Where there are reasonable grounds to believe there has been misconduct or an improper state of affairs, a Whistleblower can report any reportable conduct to an eligible recipient. See our Whistleblowing policy for details around process and definitions.

Anyone wishing to make a disclosure can report confidentially via YourCall on **1300 790 228**.





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