

Supplier Code of Conduct

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Hydro Tasmania pays respect to the rich, long and ongoing history of the Traditional Owners and Custodians and their connections to land, sea and community.

The mountains, natural lakes and rivers that capture and channel water for hydropower are rich in Aboriginal history, culture and tradition. We acknowledge ongoing connection to culture and custodianship of the lands and waters of places we share. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

1. Supplier Code of Conduct

Hydro Tasmania is the trading name of the Hydro-Electric Corporation, an integrated energy business owned by the State of Tasmania and is Australia's leading clean energy business, largest producer of renewable energy, and largest water manager. This Supplier Code of Conduct ('**Code**') applies to the Hydro Tasmania group, which comprises Hydro Tasmania (including its consultancy business, Entura), Momentum Energy Pty Ltd and AETV Pty Ltd. Any reference to Hydro Tasmania throughout this Code should be read as referring to the group as a whole, and each entity on an individual basis.

This Code applies to the procurement and supply of goods and services throughout the Hydro Tasmania supply chain and reflects our organisational culture, values and principles set out in the following documents on our website www.hydro.com.au:

- [Code of Conduct](#);
- [Sustainability Framework](#);
- [Safety and Wellbeing Policy](#);
- [Environmental Policy](#); and
- [Modern Slavery Statement](#).

This Code outlines the minimum expectations of Suppliers. For the purpose of this Code, '**Supplier**' is defined as any third-party entity which supplies goods and/or services to the Hydro Tasmania group, including a third-party's directors, employees, agents, subcontractors, temporary and agency staff, and those of their related bodies corporate.

This Code places a positive duty on Suppliers to take proactive action to prevent and discourage breaches of the Code. The expectations outlined in this Code do not supersede or alter any of the Supplier's legislative, policy, regulatory or other contractual obligations.

Suppliers must comply with all applicable laws, regulations, mandatory standards, and codes, as well as relevant Hydro Tasmania policies and procedures.

1.1 Health and safety

Hydro Tasmania provides a physically and psychologically safe workplace by adopting a collaborative workplace safety and wellbeing culture as per the Hydro Tasmania Work Health and Safety Policy. Suppliers will take responsibility for ensuring a safe workplace, for themselves, other suppliers and Hydro Tasmania employees. Suppliers must comply with applicable work health and safety laws and regulations, and documented systems and processes.

1.2 Ethics and integrity

Suppliers will act ethically and with integrity when conducting business with Hydro Tasmania and their own suppliers. Suppliers must disclose any actual or potential conflict of interest, including business or personal relationships or investments, which could appear to influence their decisions.

Suppliers are to always act with honesty and integrity and not engage in fraudulent, dishonest or corrupt behaviour including money laundering, bribery or corruption in any form.

1.3 Protecting personal and confidential information

Suppliers will protect personal, sensitive, and business information. Suppliers must comply with all applicable legal obligations, and Hydro Tasmania's systems and procedures to prevent unauthorised use or disclosure of information.

1.4 Treating each other with respect

Hydro Tasmania cares for our community, customers, stakeholders, and each other and we expect our Suppliers to do the same. Suppliers must comply with all applicable anti-discrimination laws, and aim to create workplaces free from discrimination, harassment, sexual harassment, bullying and violence, where everyone is treated with dignity, courtesy, and respect.

1.5 Diversity, equity and inclusion

Hydro Tasmania values opportunities to incorporate supplier diversity within our organisation and supply chain. Hydro Tasmania welcomes Supplier actions that support achieving this outcome, especially those in alignment with its diversity, equity and inclusion areas of focus which are:

- Gender equality;
- Disability inclusion; and
- Aboriginal and Torres Strait Islander social and economic participation.

1.6 Sustainability

Suppliers working with Hydro Tasmania will responsibly identify and manage their social and environmental impacts, prevent pollution, reduce waste and aim to go beyond compliance. Suppliers will keep sustainability principles front of mind by including social, economic and environmental considerations in their decisions and actions. They will engage and seek to build trusted relationships with relevant stakeholders and communities.

1.7 Modern Slavery

Hydro Tasmania's [Modern Slavery Statement](#) recognises our obligation to comply with Australian modern slavery legislation. Suppliers must respect the human rights of those within their operations and supply chains and comply with all Australian laws relating to Modern Slavery, our requirements and with the requirements of its own suppliers.

Suppliers must take reasonable steps to ensure that they and organisations in their supply chains are not engaged in, benefiting from, or complicit with, modern slavery practices as defined in the *Modern Slavery Act 2018* (Cth) and promptly notify Hydro Tasmania if they become aware of any actual or suspected modern slavery.

Suppliers must not employ children below the legal age of employment minimum working age where the work is undertaken.¹ Workers under the age of 18 must only perform work in accordance with legal requirements (e.g. with regard to working time, wages and working conditions) and subject to any requirement regarding education or training. Suppliers will not allow forced, bonded or involuntary labour.

1.8 Using assets and resources responsibly

Suppliers will look after Hydro Tasmania's assets, using any provided resources responsibly and in the best interests of Hydro Tasmania and the community in which they operate.

1.9 Compliance and Governance

Suppliers must read this Code and ensure their business and supply chain meet the standards set out in it.

Hydro Tasmania will monitor compliance with this Code and may take steps to verify a Supplier's compliance, including requesting supporting information, or conducting a review or audit.

1.10 Raising Concerns

Suppliers are required to report any suspected or actual non-compliance with this Code to Hydro Tasmania, and to cooperate with Hydro Tasmania at all times in this regard.

There are several avenues for reporting a suspected breach of the Code including contacting the:

- Hydro Tasmania employee you are working with;
- Hydro Tasmania General Counsel or Corporation Secretary;
- Tasmanian Ombudsman; or
- Tasmanian Integrity Commission.

Further details about raising concerns, including how to contact the above parties if reporting a suspected breach of this Code, are contained in Hydro Tasmania's [Disclosure Policy](#), [Disclosure Procedures](#), [Complaints Management Procedure](#) and at www.hydro.com.au/about-us/our-governance under *Modern slavery statement*.

Hydro Tasmania also offers an independently run, external reporting service, "*Be Heard*". Suppliers may choose to report perceived serious misconduct through this channel, including anonymously if desired, rather than directly to Hydro Tasmania.

¹ The legal age of employment in Australia varies across jurisdictions. In Tasmania there is no minimum working age, however a school aged child cannot work during school hours unless they have an exemption.