

We keep each other safe and well because we care

We are all committed to achieving a physically, psychosocially and psychologically safe workplace by creating an environment where everyone feels safe, supported and courageous enough to speak up when things aren't right.

We are all responsible for doing the right thing; caring for the wellbeing and safety of 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, with each other and in our community.

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 and equity across our workplace and treat each other, with dignity, courtesy and respect. This ensures our workplaces and interactions with each other are free from discrimination, harassment, bullying and violence.

We value sustainability

We are committed to addressing the environmental, social and governance issues and opportunities that are the most significant for our people, business, communities and stakeholders. Our priorities and actions are guided by clear principles that inform our strategic direction, and we are focused on increasing transparency as our sustainability journey evolves.

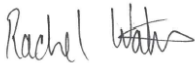
We use our assets and resources responsibly

We look after our assets, using money, physical and intellectual property 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, Purpose, Vision and Strategy (PVS) 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.



Rachel Watson
Chief Executive Officer
July 2025