

“

**We reject any form of slavery
and will look to partner with
suppliers and stakeholders
who share our same values**

”

Frank Calabria
Chief Executive Officer



Important information

Origin Energy Limited is an Australian company (ACN 000 051 696), registered in New South Wales.¹

We are a leading provider of energy to homes and businesses with interests across energy exploration, production, power generation and retailing. We have extensive operations across Australia, as well as wholly and partly owned subsidiaries in Papua New Guinea and the South Pacific. We have prepared this Modern Slavery Statement (Statement) in line with the requirements of the *Modern Slavery Act 2018* (Cth). It explains the actions we have taken to assess and address modern slavery risk exposures in our operations and supply chains during the financial year ending 30 June 2022 (FY2022).²

We are also involved in a number of operated and non-operated joint ventures, the most material of which is Australia Pacific LNG, in which we hold a 27.5 per cent share and act as upstream operator. Origin's operations and supply chains as upstream operator, CSG marketing agent and corporate services provider for Australia Pacific LNG are included in the scope of this Statement. Refer to our Annual Report and Sustainability Report for further details including our list of controlled entities. The Reporting Entities (as defined by the *Modern Slavery Act 2018* (Cth)) are listed in Appendix A.

At 30 June 2022, Origin had 5,174 employees with approximately 361 based at international operations, as well as almost 632 contingent workers. In addition to Origin's energy business and interests, our subsidiaries include the Origin Energy Foundation, a philanthropic foundation whose focus is to support programs that use education to help break the cycle of disadvantage for young Australians.

This report may reference significant events occurring after 30 June 2022. Where this report contains forward looking statements, including statements of current intention, statements of opinion and predictions as to possible future events and future financial prospects, these statements are not statements of fact and there can be no certainty of outcome in relation to the matters to which the statements relate.

Forward looking statements involve known and unknown risks, uncertainties, assumptions, and other important factors that could cause the actual outcomes to be materially different from the events or results expressed or implied by such statements, and the outcomes are not all within Origin's control. Statements about past performance are not necessarily indicative of future performance.

¹ In this statement a reference to 'Origin', 'Origin Energy', 'Group', 'Origin Group', 'Company', 'we', and 'our' is to Origin Energy Limited and its controlled entities and joint venture arrangements as outlined in our 2022 Annual Report.

² As defined in the Modern Slavery Act 2018 (Cth) Guidance for Reporting Entities to include: trafficking in persons; slavery; servitude; forced labour; debt bondage; forced marriage; worst forms of child labour; and deceptive recruiting for labour or services.

Message from our CEO



I am pleased to bring you Origin's third Modern Slavery Statement.

Modern slavery is a serious violation of an individual's dignity and human rights. It can include human trafficking, slavery, servitude, forced labour and debt bondage, and are serious crimes under Australian law.

Our position is clear - Origin rejects any form of slavery and will look to partner with suppliers and stakeholders who are committed to preventing, identifying, addressing and remediating issues where they may have caused or contributed to an adverse impact to people in our supply chain.

This statement reflects our three-year Modern Slavery Maturity Plan which we started in FY2020. Our plan focuses on building our understanding and capabilities, improving our policies and processes, and enhancing engagement with our suppliers.

Energy systems around the world are changing rapidly as many economies decarbonise, aiming for net zero by 2050. Origin's ambition is to lead the transition through cleaner energy and customer solutions.

Our products, services, partners and suppliers will need to keep transforming, which will present both new opportunities and potential risks, especially related to renewable energy sources and technologies. Our modern slavery plan and risk management toolkit will be critical in helping us to navigate these new territories.

Over the last year, we have continued delivering on our plan to better understand and mitigate modern slavery risks by working more closely with our suppliers and industry partners. We are working to implement controls for managing existing and emerging issues and risks, developing industry responses, and are seeking guidance from independent experts.

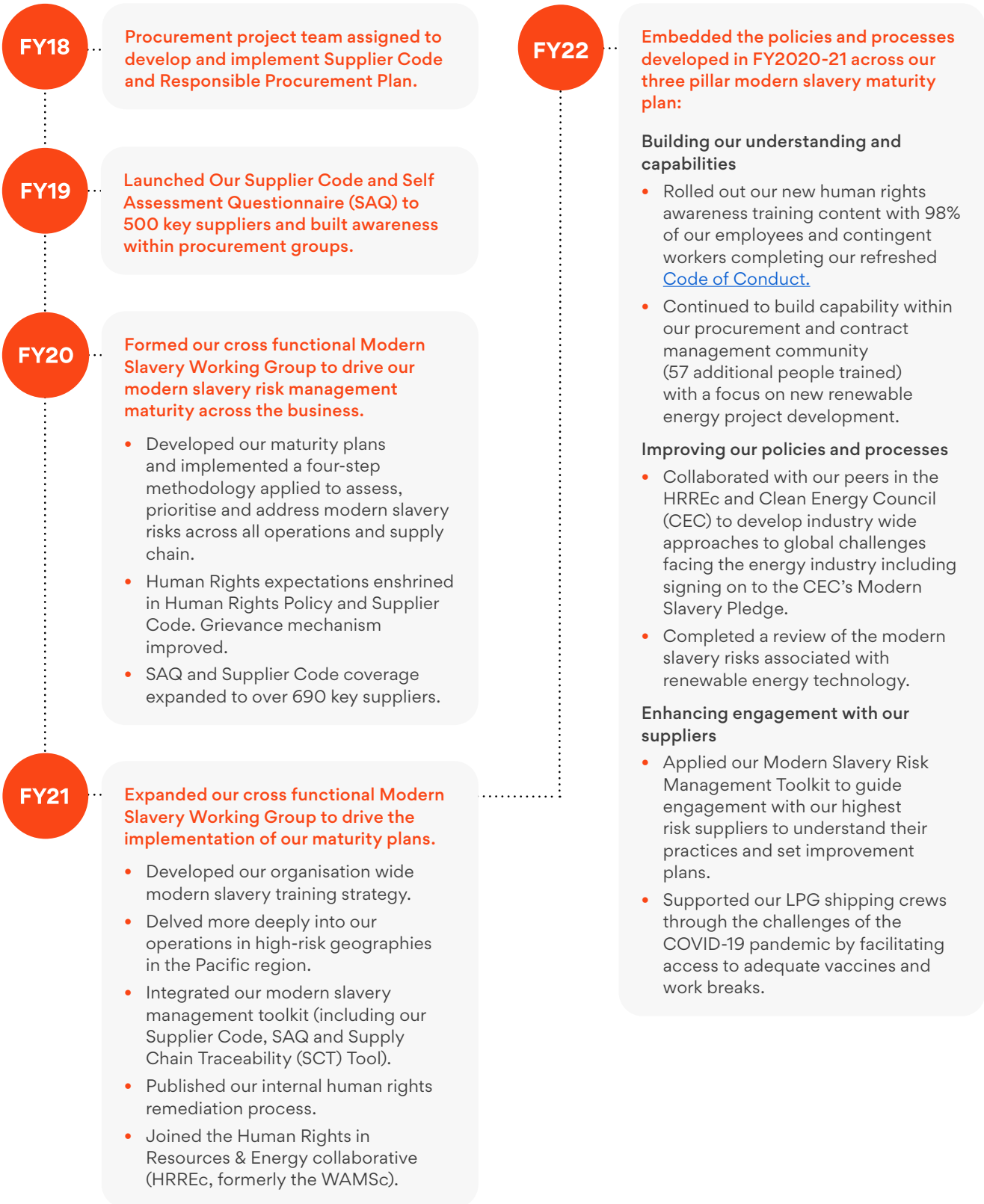
Our assessments to date have not identified any known modern slavery practices in our operations or supply chain. However, we recognise that, in some circumstances, this is challenging to uncover.

We will continue to challenge ourselves to make the right choices as we navigate the energy transition and remain focused on playing our role in eliminating the risk of harm to people in our supply chain.

Frank Calabria
Chief Executive Officer
August 2022



Our journey highlights



Measuring our progress

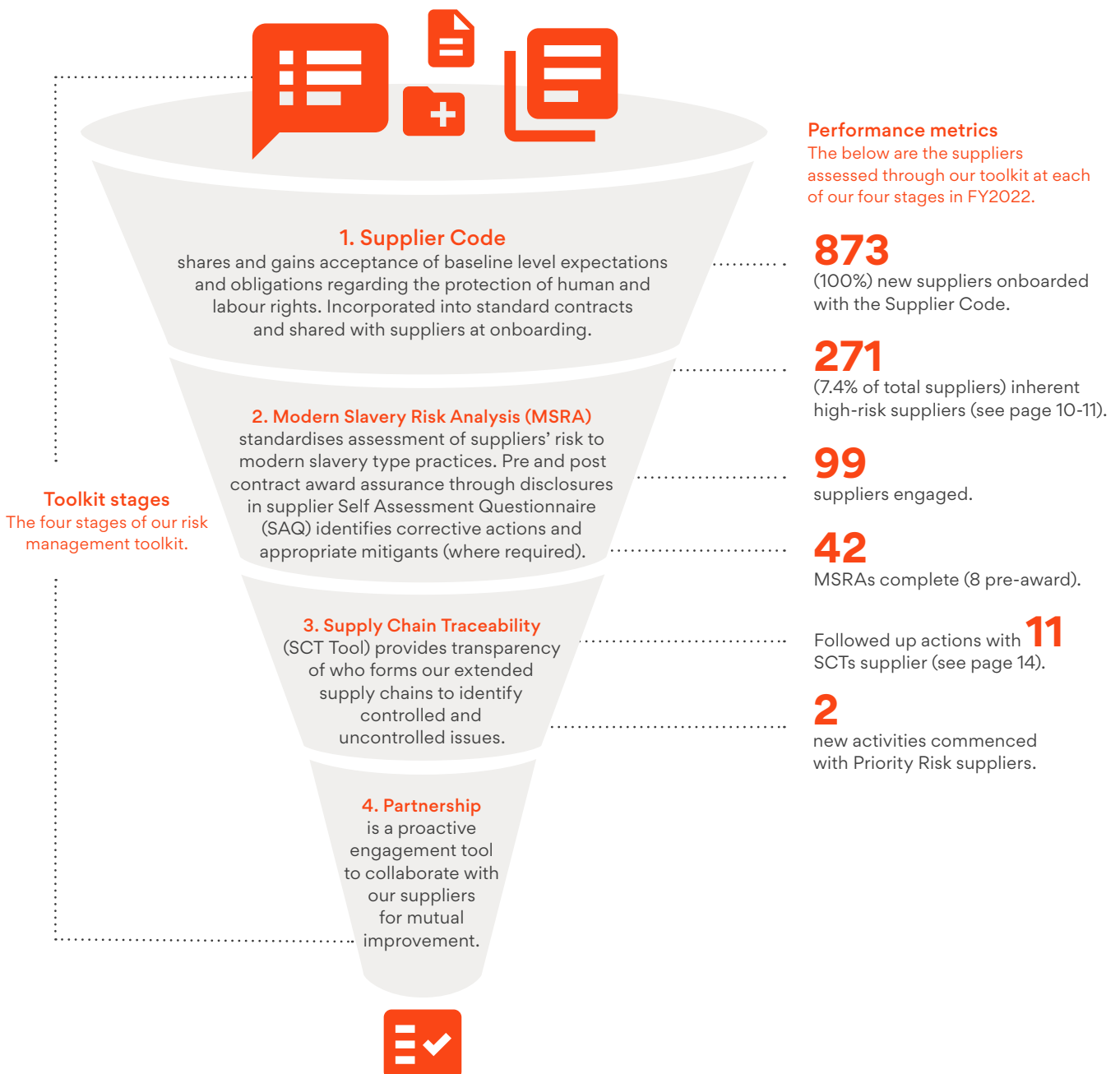


Since first launching Our Supplier Code and Self Assessment Questionnaire (SAQ) in FY2020 to 500 key suppliers, our approach has matured. In FY2022 we moved to bi-annual updates of SAQ responses, focusing on the 271 suppliers we have identified as high-risk. This has meant that a lower volume of SAQs have been completed across the financial year, however, it is a more targeted approach that has enabled us to focus on high-risk areas and follow up suppliers where gaps are identified.

Our modern slavery risk management toolkit

Our modern slavery risk management toolkit is designed to assess the inherent risk of modern slavery type practices occurring within our supply chain. The toolkit is an integrated set of tools which are applied through four stages to provide a tiered framework for engaging with our suppliers to determine how well they are managing modern slavery risks in their operations and supply chain.

The below provides a snapshot of the four stages and our key performance metrics.



About Origin



Who we are

Origin is one of Australia’s leading energy companies.

Since listing on the Australian Securities Exchange in 2000, Origin has grown to become one of the largest energy retailers in Australia, one of the country’s most significant energy power generators and a major contributor to the domestic economy. At 30 June 2022, we had 5,174 employees with approximately 361 based at international operations, as well as almost 632 contingent workers.

We have an important role to play in providing energy, including electricity, natural gas, solar and LPG, to more than 4.5 million customer accounts and we work every day to make energy more affordable, more sustainable, smarter and easier.

We believe our company, and the energy industry more broadly, should be at the forefront of action to reduce carbon emissions. With our ambition to achieve net zero Scope 1, 2 and 3 emissions by 2050, we are aiming to lead the transition to a low-carbon future by progressively decarbonising our business and investing in technologies to help our customers do the same.

As well as providing energy, we contribute to local, regional and national communities by paying taxes, providing jobs, purchasing from local suppliers and investing in local infrastructure. We support community initiatives and help to build community skills and employment opportunities through activities such as apprenticeship schemes.





Through the Origin Energy Foundation, our philanthropic foundation, we support programs that use education to help break the cycle of disadvantage and empower young Australians to reach their potential. Since the Foundation’s inception in 2010, it has contributed more than \$35 million to the Australian community to meet this objective.

For further information on how Origin contributes more broadly to our community, including the work of the Origin Energy Foundation, please see our [2022 Sustainability Report](#).



Our values

Our values help guide how we make decisions, balance priorities and work together.

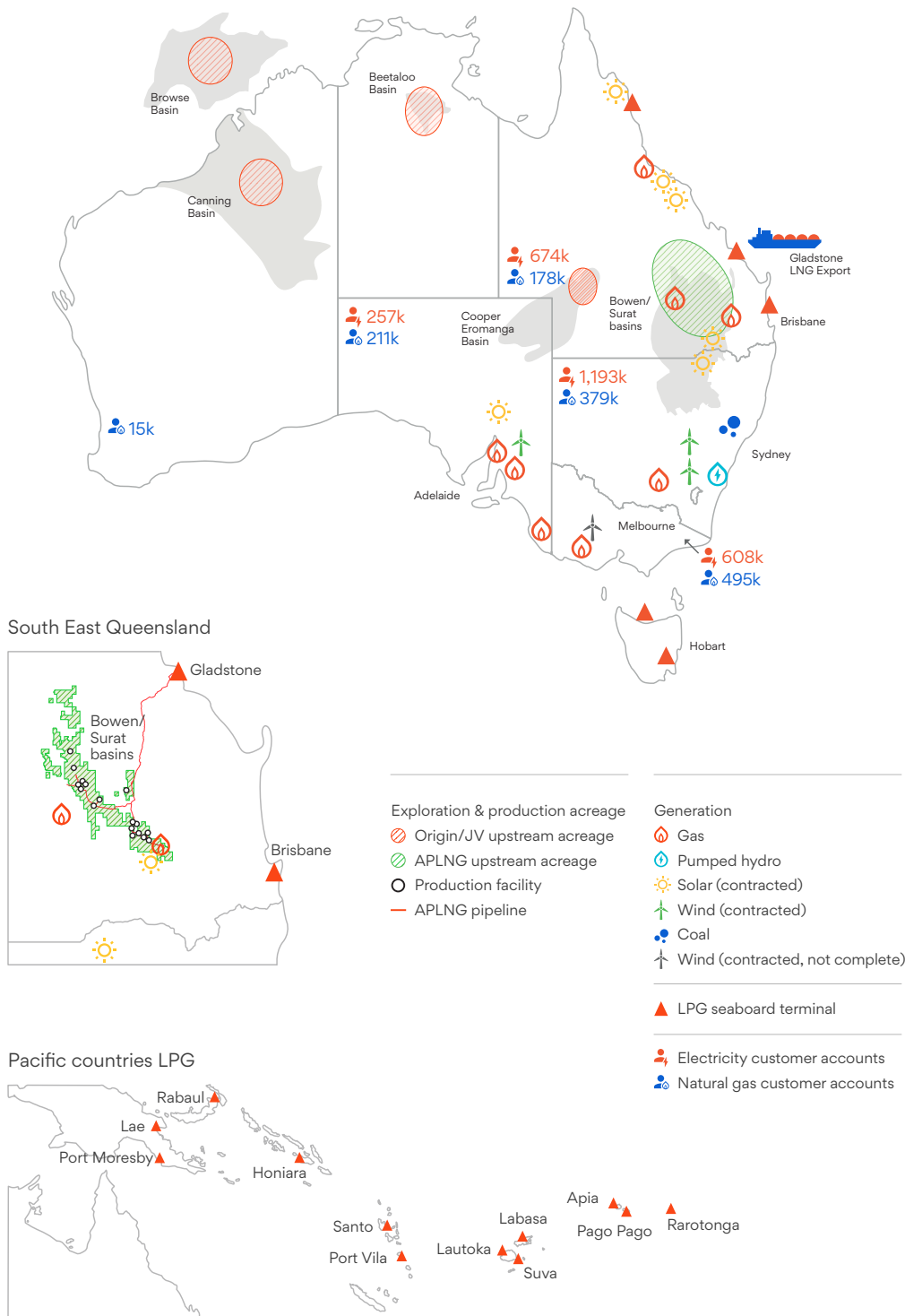
				
<p>Work as one team, one Origin</p>	<p>Be the customer champion</p>	<p>Care about our impact</p>	<p>Being accountable</p>	<p>Find a better way</p>

Our structure and operations



For the purposes of this Statement and in accordance with the legislation, reference to our operations includes:

- **Our direct operations of wholly/partly owned subsidiaries and philanthropic activities** – including our employees and contingent workers who operate our business and the employment conditions under which they work.
- **Funding relationships/equity stakes** – in start-up companies and new ventures.
- **Non-operated joint ventures** – where we are not directly making day-to-day operational decisions.



Our supply chain

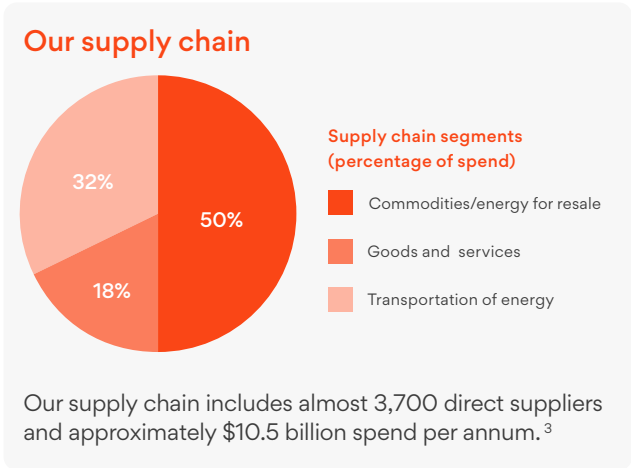


Our suppliers are our partners, they support our operations, including our generation assets, gas exploration and production assets and LPG business. Our suppliers are critical to ensuring we deliver affordable and sustainable energy solutions to our customers.

Our supply chain is comprised of the procurement of goods and services, commodities and the transportation of energy.

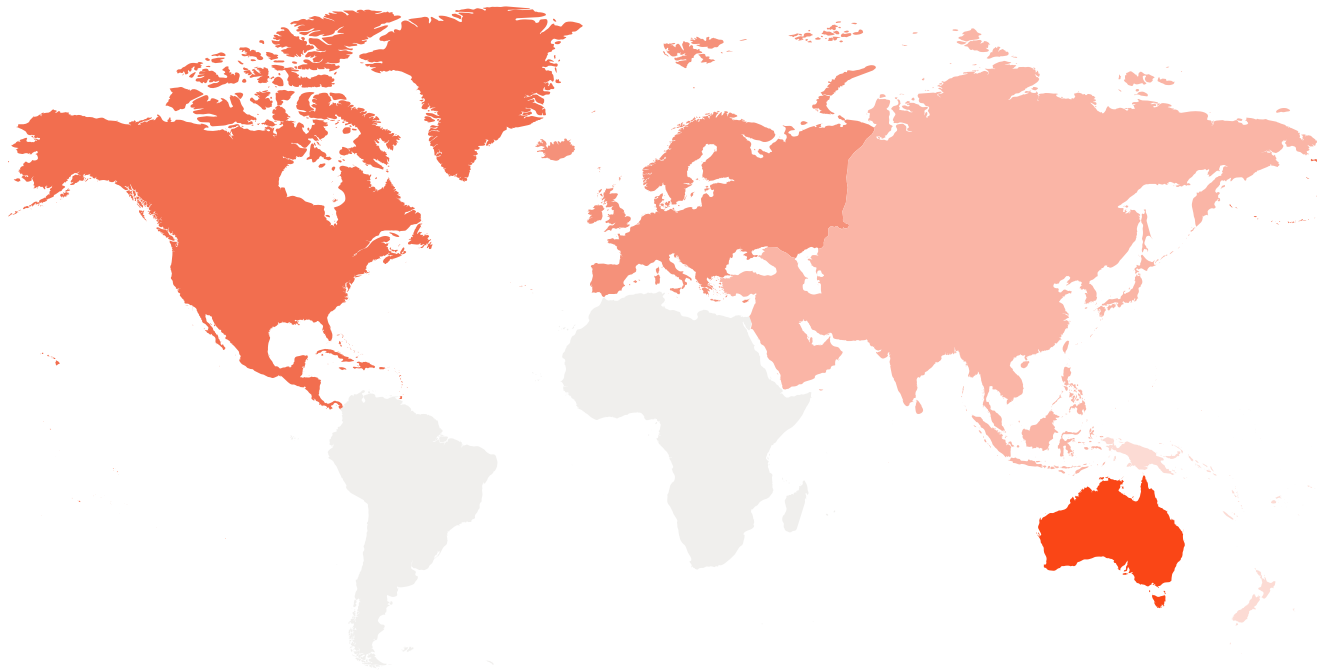
- **Our suppliers of goods and services** - include a wide range of categories such as, but not limited to, wellheads, drilling and power generation equipment, hardware, safety equipment, solar panels, home batteries, personal protective equipment/workwear, call centres, facilities maintenance and construction services.
- **Our suppliers of commodities/energy** - include coal, gas, LPG for resale and renewable energy.
- **Transportation of energy/products to customers** - include shipping, pipelines, energy distribution and network fees.

Whilst we have a global supply chain, 90%³ of our direct spend is with organisations registered in Australia.



Number of suppliers by region

- Australia 3,414
- North America 108
- Europe 59
- Asia 47
- Oceania (excl Aust) 19



³Supply chain spend is approximate annualised third party spend excluding taxes, government charges, joint venture, intercompany transfers and landowner compensation payments.

Our approach and commitments



Respecting human rights and addressing modern slavery

Origin recognises the applicability of the United Nations Guiding Principles to protect, respect and remedy human rights as well as the eight fundamental Conventions of the International Labour Organisation. This commitment to uphold fundamental human rights is reflected in our [Human Rights Policy](#).

As outlined in this policy, our activities will respect:

- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association, the right to collective bargaining, the elimination of discrimination in respect of employment and occupation and the effective abolition of child labour);
- the ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples; and
- the UN Guiding Principles on Business and Human Rights.

This policy applies to our Directors, employees, contractors and visitors to our work sites. The policy reflects our commitment to respect human rights and address modern slavery by setting out that we:

- respect that all personnel have a right to fair pay and reasonable work conditions;
- respect the right of freedom of association with others;
- respect the right of freedom of movement; and
- reject any form of slavery in our operations and supply chain, including but not limited to forced, bonded, or child labour.

Additionally, [Our Supplier Code](#) sets out our expectation that suppliers comply with all applicable laws and demonstrate their respect for, and protection of, the fundamental human and labour rights of workers. In relation to modern slavery, our Supplier Code requires that all workers have:

- freely chosen employment, with no deceptive recruiting practices, forced, bonded or involuntary labour;
- freedom from child labour, or harsh or inhumane treatment including torture, physical and psychological abuse, slavery, servitude, trafficking of persons or forced marriage; and
- freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and no requirement or pressure to surrender government issued identification, passports or work permits.



Our risk management process



Our four-step methodology

Management of our human rights risks, including modern slavery, is underpinned by our Human Rights Policy and Risk Management Framework, with oversight from the Origin Board Risk Committee. For further information on our Risk Management Framework, refer to our FY2022 Operating and Financial Review.

In FY2022, we continued to apply our four-step methodology to manage modern slavery risks in our operations and supply chain.

Four-step methodology	
1.	Assess modern slavery risk factors for our operations and supply chain
2.	Prioritise focus areas within our operations and supply chain for further due diligence
3.	Take action to address the risks of modern slavery practices
4.	Review the effectiveness of our actions

This methodology is outlined below:

1. Assess modern slavery risk factors for our operations and supply chains

Origin understands that our operations and supply chain, could cause, contribute or be directly linked to modern slavery practices.

We understand that multiple risk factors potentially influence the nature and extent of modern slavery practices, particularly when these factors intersect. We have used the following risk factors to inform our risk analysis:

- High-risk countries of operation.
- High-risk categories of supplier services.
- Resources used in goods.
- Type of workforce/employment arrangements.

Priority (intersecting) risk has been defined as where combinations of the above factors intersect, we recognise that these suppliers represent even greater risk of modern slavery practices.

2. Prioritise focus areas within our operations and supply chain for further due diligence

Our operations

We identified that our wholly/partly owned subsidiaries operating in Papua New Guinea, Fiji, Solomon Islands and Vanuatu have our highest potential exposure to modern slavery, within our operations.

We also recognise that while contingent workers represent only ten per cent of our total workforce, these workers can face increased inherent risk to modern slavery type practices.

Due to ongoing travel restrictions in FY2022 our planned site-based assurance activities in our pacific island operations have been rescheduled to FY2023.

Our supply chain

To better understand our potential modern slavery exposure in our supply chain we continually assess our third party spend⁴, vendor Self Assessment Questionnaire (SAQ) results and business conduct data. In FY2022 we conducted further analysis of our nearly 3,700 direct suppliers and identified 271 distinct suppliers of goods and services in one, or more, of these higher risk supplier profiles.

By applying the following principles to this assessment, a ranked list of supplier risk profile groupings (Table 1) has been identified and used to inform our Modern Slavery Maturity Plan actions for FY2022.

Our assessment principles include:

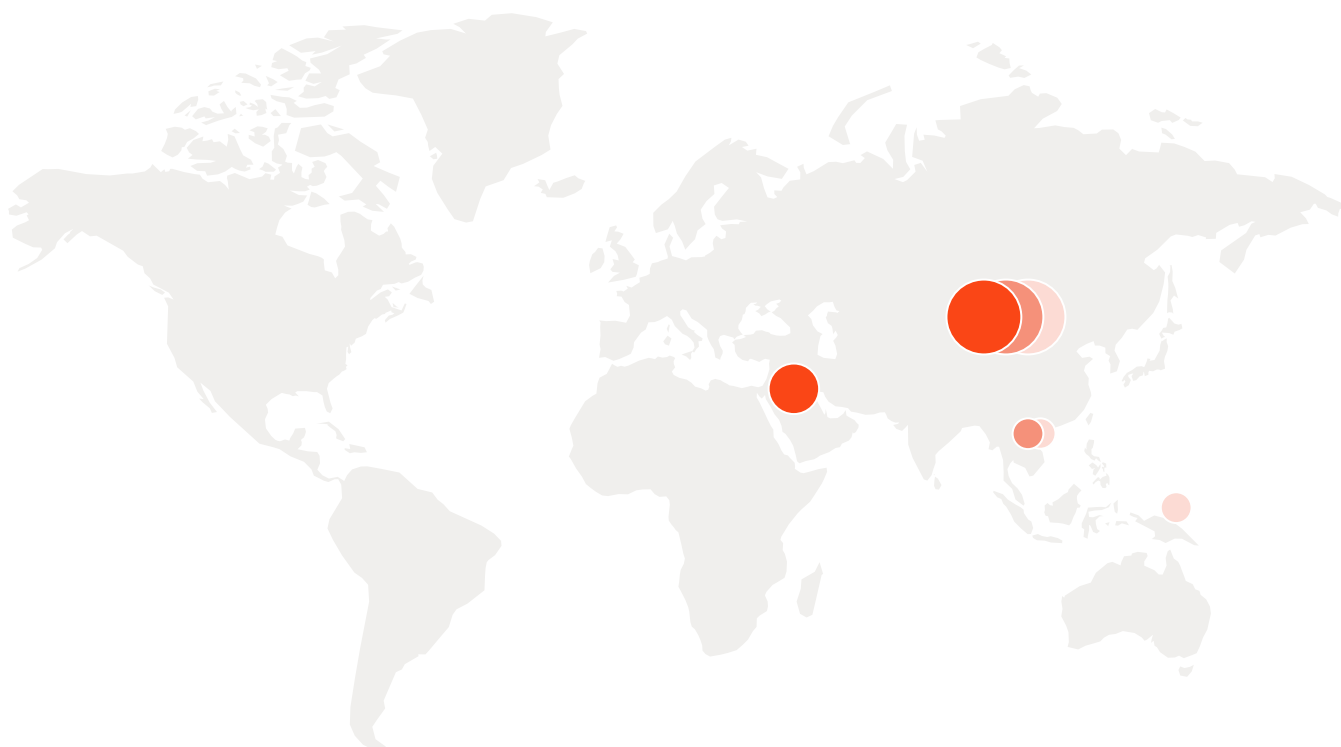
- **Contribute vs directly linked⁵** – instances where Origin is at risk of contributing to modern slavery practices are prioritised over instances where Origin may be directly linked.
- **Direct vs extended supply chain** – risks that exist within Origin’s suppliers where we have a direct commercial relationship are prioritised over relationships in the extended supply chain.
- **Location** – goods manufactured offshore in higher risk countries are prioritised over onshore manufacturing. Onshore services known to be higher risk for modern slavery are prioritised over offshore services.
- **Materiality** – high-risk categories where the spend for the product/service is material to Origin.

⁴ Supply chain spend is approximate annualised third party spend excluding taxes, government charges, joint venture, intercompany transfers and landowner compensation payments.

⁵ Cause, contribute or directly linked in this statement are as defined in the UN Guiding Principles for Business and Human Rights.

Table 1: Suppliers by risk profile grouping

Supplier profile	Higher risk supplier profile	Number of suppliers ⁶	Key high-risk countries ⁷	Key categories
Direct Manufacturing	Suppliers that manufacture goods in a country with higher risk of modern slavery practices.	15	China, Saudi Arabia	Drilling and exploration equipment, electrical equipment, mechanical equipment.
Indirect Manufacturing	Suppliers that distribute goods likely to be manufactured in a country with higher risk of modern slavery practices.	144	China, Vietnam	Information tech and telecom, energy devices, mechanical equipment.
Onshore Services	Suppliers relying on or providing a service in a category known to have a higher risk of modern slavery practices in Australia.	48	Australia	Construction services, facilities and site management (including cleaning, security and camp management).
Offshore Services	Suppliers that rely on or supply services based in a country with higher risk of modern slavery practices.	9	China, Papua New Guinea, Vietnam	Professional services.
Commodities	Suppliers that provide goods that contain one or more commodities known to be high-risk of modern slavery practices such as cobalt, lithium and polysilicon.	109	China, Democratic Republic of Congo	Mechanical equipment, information tech and telecom, electrical equipment, energy devices, hire equipment and consumables.



- **Direct manufacturing:** China, Saudi Arabia
- **Indirect manufacturing:** China, Vietnam
- **Offshore services:** China, Papua New Guinea, Vietnam

⁶ Some suppliers appear in multiple profiles, there are 271 distinct suppliers across the 5 profiles.

⁷ According to modern slavery related country vulnerability and risk indices, including the Global Slavery Index - [globalslaveryindex.org](https://www.globalslaveryindex.org). Geographic locations where we could be more highly exposed include, but are not limited to, Fiji and Solomon Islands. Suppliers that manufacture in countries associated with a higher risk of modern slavery practices include, but are not limited to China and Saudi Arabia.

3. Take action to address the risks of modern slavery practices

Building our understanding and capabilities

We improved our understanding of, and capability to manage, modern slavery risks by:

- **Delivering our training strategy** – continued delivery of our tiered training strategy to upskill people across the business to identify, mitigate and remediate modern slavery, including:
 - completing the rollout of our refreshed Origin Code of Conduct training;
 - training 57 additional contract owners and procurement team members in modern slavery awareness and risk management toolkit; and
 - developing five new modern slavery learning videos to support contract managers.
- **Understanding emerging exposure** – completed a review of the modern slavery risks associated with renewable energy technology (see Case Study, page 15).
- **Collaborating with our peers** – we engaged with our industry peers to pursue collaborative approaches to global challenges facing the energy industry through two key forums:
 - Human Rights Resources and Energy collaborative (HRREc), a group of Australian energy and resources companies that share knowledge and develop practical tools to identify and address modern slavery in supply chains; and
 - Clean Energy Council's (CEC) Risk of Modern Slavery Working Group where we signed onto the CEC's Modern Slavery Pledge.
- **Realigning our Modern Slavery Working Group** – we continued to evolve our cross-functional Modern Slavery Working Group to the needs of our FY2022 plan and established separate sub-streams to track progress against our annual plan deliverables. Their work continues to be reported to, and monitored by, Origin's Executive Leadership Team.

Improving our policies and processes

We targeted improvements in our existing policies and processes, as well as developing new practices:

- **Human Rights policy alignment** – in FY2022 we updated nine of our people-related policies, to improve their alignment with updates to our Human Rights Policy.
- **Priority Risk profile** – to assist us in identifying suppliers to prioritise for potential assurance, we established a 'Priority Risk' profile which considers the presence of intersecting modern slavery risk factors. This profile was used to help us select the suppliers we engaged in FY2022 using our Supply Chain Traceability Tool.
- **Social Audit protocol** – we engaged with HRREc to pursue an industry aligned protocol.

Enhancing engagement with our suppliers

In FY2021 we integrated a number of tools to form our modern slavery risk management toolkit. In FY2022 we continued to apply these tools to gather further insight into our supply chain of goods and service (see performance measures on page 5).

To support continuous improvements of our toolkit we maintained a register of the corrective actions and opportunities for improvement identified amongst our suppliers. This register has helped us to better understand the relative modern slavery risk management maturity of our suppliers.

We also applied the Supply Chain Traceability (SCT) tool to two additional suppliers, identified using our recently developed Priority Risk criteria (see Case Study, Page 14).

In our LPG business we continued to focus on the labour risks involved in shipping. We consolidated the number of shipping counterparties we manage and supporting ship crews through the challenges of the COVID-19 pandemic by facilitating access to adequate vaccines and work breaks.

4. Review the effectiveness of our actions

During FY2022, our focus was embedding the policies and processes we have updated and developed in FY2020 and FY2021. We actively collaborated with our partners and the broader resources and energy industry to understand emerging trends and best practices in effectively managing our risks.

Our key activities conducted in FY2022 included:

- engaging with our Australia Pacific LNG downstream operator to share insights into the shared and unique risk across the joint venture's operations;
- contributing to CEC's Risks of Modern Slavery Working Group (see Case Study, page 14); and
- collaborating with the HRREc, across multiple streams of work, including contributing to the development of the Response & Remedy Framework developed in collaboration with the Walk Free Foundation.

In addition to the above, we regularly review and assess the effectiveness of our policies, codes, standards and procedures as part of our Risk Management Framework.

Our assessments to date have not identified any confirmed modern slavery practices in our operations or direct supply chain, however, as outlined in this statement there are potentially issues deeper in our supply chain. We recognise that uncovering these issues requires ongoing vigilance and we will continue to apply the steps outlined in this statement.

Through this ongoing review we have identified several key learnings that have informed our future. They include:

- the importance of building the knowledge and capability of our staff to understand, assess and manage modern slavery risks across the diverse nature of our business relationships.
- the need for semi-automated detection of potential incidents to enable prompt internal review. Some examples in FY2022 included:
 - tyre and rubber products produced in Malaysia; and
 - polysilicon products produced in China (see Case Study, page 15).
- engaging upfront with suppliers to explain our Supplier Code expectations and seek supply chain transparency to enable better risk management as conditions change; and
- our relationships are often with the Australian based arms of large multinationals. The international suppliers typically have more mature processes and controls that are shared and centrally managed. Willingness to share these processes and controls with us varied between suppliers.



Case Study – Continued learnings through our Supply Chain Traceability Tool



Our Supply Chain Traceability (SCT) Tool is the third stage in our modern slavery risk management toolkit. Its focus is on collaboration and understanding, rather than compliance, to build a more robust view of our extended supply chain.

The key purpose of applying the SCT Tool is to:

- identify what controls suppliers have in place;
- understand who forms our extended supply chains through these suppliers; and
- evaluate residual risk of modern slavery type practices from these suppliers.

This year, we used our newly established Priority Risk criteria (defined as where multiple risks intersect) to identify and prioritise a further two suppliers to apply the SCT Tool. In total we have engaged 13 suppliers (4 of which are Priority Risk suppliers) from a broad cross-section of our business operations that met one, or more, of our top three higher risk supplier profiles (see page 11).

Each supplier has progressed through the first pass of the SCT Tool review, and our contract management teams are now working with the suppliers to progress the improvement actions we identified.

The key challenges in applying the SCT Tool so far include:

- deep supply chain due diligence is still a new concept to most suppliers and progress is slow when there is an international supply chain component;
- progressing follow up actions with suppliers requires continued engagement, consultation and re-prioritisation of effort; and
- there is a reluctance to disclose supply chain information that is not already disclosed through the contract negotiation process or in publicly available reports and policy documents.

Our planned future steps

We continue to actively engage with our suppliers to break down these barriers and work towards collaborative improvement. Where possible, contract renewal and tender negotiations will be used as an opportunity to gather further supply chain insights.

Table 2: Supply Chain Traceability (SCT) suppliers by category and risk profile group

Description of goods or services provided	Number of suppliers	Direct Manufacturing	Indirect Manufacturing	Onshore Services	Offshore Services	Commodities
Drilling & exploration equipment	3	✓	✓			✓
Electrical and telecom equipment	3	✓	✓	✓		✓
Mechanical equipment	3	✓	✓			
Camp management	2			✓		
Energy devices - solar panels	1		✓			✓
Personal protective equipment - workwear	1		✓			

Case Study – Understanding our exposure to emerging risks in renewable energy technology



The transition to renewable energy is gathering speed and moving us to a cleaner energy future with significant positive impacts for the environment and our communities. However, the technologies that underpin this change may also pose modern slavery challenges⁸ when considering how these products and their components may be produced. Recognising this issue, in FY2021, Origin commissioned a review to better understand our potential exposure and actions to manage this risk.

Our potential exposure

The modern slavery risk associated with solar modules, lithium batteries and some wind turbine components are all of concern to Origin. However, the widely reported allegations⁹ of forced labour in the production of polysilicon required to manufacture solar modules has been identified as Origin's highest potential exposure in the renewable energy sector due to:

- forecasted increasing demand for solar modules (residential, commercial and large-scale installations); and
- limited transparency of supply chain practices through:
 - heightened travel/movement restrictions related to COVID-19.
 - state sanctioned 'labour transfer' programs in Xinjiang province, China, including allegations of mass imprisonment and forced labour.
 - independent auditors are unable to reliably access some regions in China.

This situation has meant it is difficult to accurately assess the validity of forced labour allegations. China's share of global polysilicon, ingot and wafer production will soon reach almost 95%⁹. Australian domestic production of solar modules is currently very limited and often reliant on imported components.

The activities we have undertaken

To better understand and manage this potential exposure we are progressing five streams of work including:

- engaging with our existing supplier of solar modules using our Supply Chain Traceability (SCT) tool to determine their current controls for managing modern slavery risks.
- conducting market research to understand various supply chain options and risk profiles.
- contributing to the Clean Energy Council's (CEC) Risks of Modern Slavery Working Group to progress the development of an industry position and response.
- collaborating with the Human Rights in Resources and Energy collaborative (HRREc) members who are also investing in renewable energy projects to understand experiences and approaches.
- obtaining independent external guidance to research current best practices in managing this exposure.

Our planned future steps

Our investigations have indicated that our highest risk is in the raw material processing (tier 4 or 5 of our supply chain), however this is not unique to Origin but impacts many industry participants due to the concentration in the polysilicon and processing supply market.

As a result, the greatest positive impact we currently can make is to continue to work with our suppliers and encourage the broader industry to develop greater transparency in the supply chain of renewable energy technology. In parallel, as a learning from the review, we will also update our internal processes to enable us to better identify and manage new risks as they emerge.

We will continue to monitor industry and policy developments and take action in accordance with our Human Rights Policy and our organisational purpose and values.

⁸ Research report references: <https://www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/resources/reports-and-briefings/2022/march/the-energy-of-freedom-full-report.pdf> and www.shu.ac.uk/-/media/home/research/helena-kennedy-centre/projects/pdfs/evidence-base/in-broad-daylight.pdf

⁹ Report: <https://www.iea.org/reports/solar-pv-global-supply-chains>

Our consultation and approval process



Our consultation process in delivering the actions within this Statement was managed through four key mechanisms:

- **Our Modern Slavery Working Group:** Origin corporate functions provide oversight and support across our 10 Reporting Entities within the group (as outlined in Appendix A). Our Modern Slavery Working Group includes representatives with accountability across this group to enable appropriate consultation between group entities and delivery of activities. Representation is reviewed annually and is tiered based on the areas more highly exposed to risks of modern slavery practices.
- **Our largest Joint Venture:** Origin representatives regularly collaborate with representatives from Australian Pacific LNG to build understanding and capability and enable alignment of the Statements published across joint venture parties. In 2022 we initiated a quarterly collaboration forum between the operators of Australia Pacific LNG to enhance our understanding of practices across the Joint Venture.
- **Our Executive Leadership Team:** Endorses our Modern Slavery Maturity Plan and monitoring of delivery and outcomes.
- **Our Safety and Sustainability Committee:** Reviews and has oversight of the internal audit outcomes and proposed improvement actions.

Our Executive Leadership Team has also been involved in the approval process of the compilation of this Statement and the Statement for approval by the Board. The Statement was approved by the Board on 22 August 2022 and is signed by the Chief Executive Officer.



Looking ahead



Origin's goal is to develop resilient and transparent supply chains of goods and services where the human rights of every worker involved are respected. Our focus to date has been on building understanding and foundational capabilities, processes and supplier engagement strategies.

We are aware that the transition to renewable energy increases the risk of modern slavery in our supply chain and we are exploring ways in which Origin can contribute to eliminating modern slavery in the global renewable energy supply chain.

We believe that collaboration across industry and with key suppliers is key to developing collective solutions. This will require us to deepen relationships with suppliers and build new levels of transparency throughout all tiers of the supply chain as well as continuing to play a leading role in forums such as CEC and the HRREc.

Our key focus areas for FY2023 and beyond are outlined below:

1. Building our understanding and capabilities

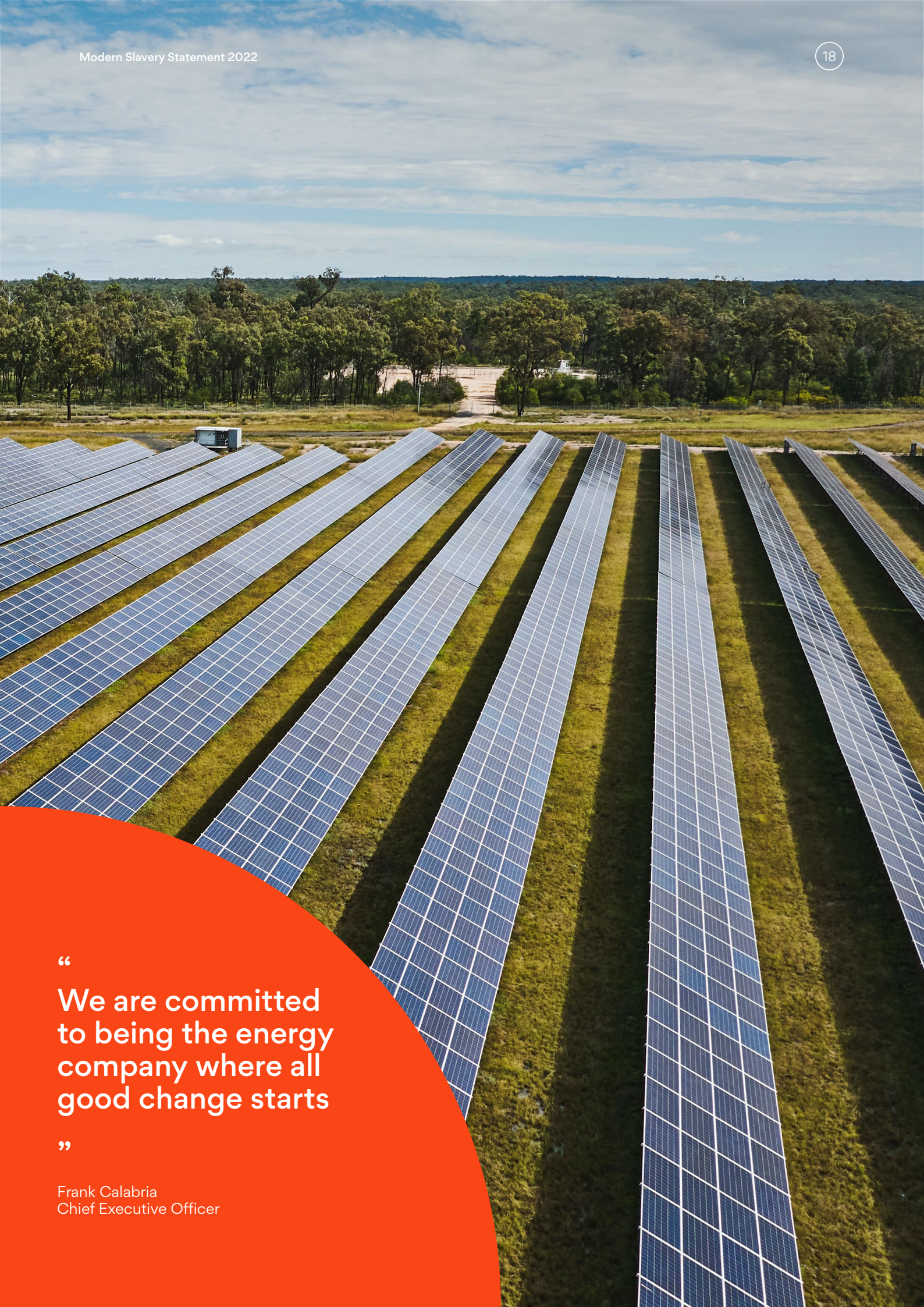
- continue to build the capability and competency of our Procurement and Contract Management teams to identify, assess and address modern slavery risks in their dealings with our suppliers.
- work closely with industry peers and suppliers to build our understanding of modern slavery risks across the breadth of the renewable energy industry.
- return to in-person engagement with our LPG Pacific assets operating in inherently high-risk countries to ensure adequate controls are in place. Similarly, when COVID travel restrictions allow, schedule in-person engagement with our high-risk international suppliers.
- commence an internal assessment of our salient Human Rights issues to understand which rights are at risk of the most severe negative impact for our activities.
- continue to present regularly to the Executive and the Board to ensure the risks of modern slavery for Origin are well-understood.

2. Improving our policies and processes

- review our Human Rights Policy and Human Rights Remediation Guide to ensure ongoing effectiveness.
- refresh our Modern Slavery Risk Management Toolkit (including Our Supplier Code) to build on the learnings identified in the first two years of application.
- investigate opportunities to align due diligence of our shipping counterparties with industry initiatives.

3. Enhancing engagement with our suppliers and partners

- champion opportunities to partner with suppliers of renewable energy products to contribute to the creation of supply chains free from components and materials produced in high-risk geographies.
- provide further support to our small business suppliers, to help them meet Origin's requirements and better manage our shared supply chain risks.
- support our identified high-risk suppliers to follow through on improvement actions identified and overcome the challenges in obtaining supply chain transparency.
- actively collaborate with the CEC and HRREc working groups to build our capability and develop industry approaches to managing modern slavery risks including common supplier standards and processes where appropriate.



“
**We are committed
to being the energy
company where all
good change starts**
”

Frank Calabria
Chief Executive Officer

Appendix A: Reporting entities covered by this statement

This Modern Slavery Statement covers the activities, operations and extended supply chains of Origin Energy Limited ABN 30 000 051 696 and all of our controlled entities for the period 1 July 2021 to 30 June 2022 (FY2022). Refer to our Annual Report and Sustainability Report for further details including our list of controlled entities. Reporting entities classified under the definition of the *Commonwealth Modern Slavery Act 2018* are listed below.

Relevant entities with revenue >\$100m:

Entity	Registration
Origin Energy Holdings Pty Ltd	ABN 30 004 132 423
Origin Energy LPG Ltd	ABN 77 000 508 369
Origin Energy Retail Ltd	ABN 22 078 868 425
Origin Energy (Vic) Pty Ltd	ABN 11 086 013 283
Origin Energy Electricity Ltd	ABN 33 071 052 287
Origin Energy LNG Portfolio Pty Ltd	ABN 88 610 626 750
Origin Energy Power Ltd	ABN 93 008 289 398
Origin Energy Eraring Pty Ltd	ABN 31 357 688 069
OE JV Co Pty Ltd	ABN 38 095 483 195

Appendix B: Addressing the mandatory reporting criteria

Australian Modern Slavery Act mandatory reporting criterion	Reference in this statement
Identify the reporting entity	Important information, About Origin, Reporting Entities Covered by this Statement Page 2, 6, 19
Describe the reporting entity's structure, operations and supply chains	Our structure and operations Pages 7-8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Assess modern slavery risk factors for our operations and supply chains Pages 10-11
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address risks, including due diligence and remediation processes	Take action to address the risks of modern slavery practices Pages 12, 14, 15
Describe how the reporting entity assesses the effectiveness of such actions	Review the effectiveness of our actions Page 13
Describe the process of consultation with any entities the reporting entity owns or controls; and, for a reporting entity covered by a joint statement, the entity giving the statement	Consultation and approval process Page 16
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Reporting entities covered by this statement Page 19

Directory

Registered Office

Level 32, Tower 1
100 Barangaroo Avenue
Barangaroo, NSW 2000

GPO Box 5376
Sydney NSW 2001

T (02) 8345 5000

F (02) 9252 9244

originenergy.com.au
enquiry@originenergy.com.au

Secretary

Helen Hardy

Share Registry

Boardroom Pty Limited
Level 12, 225 George Street
Sydney NSW 2000

GPO Box 3993
Sydney NSW 2001

T Australia 1300 664 446

T International (+61 2) 8016 2896

F (02) 9279 0664

boardroomlimited.com.au
origin@boardroomlimited.com.au

Auditor

EY

Origin ConcernLine

T Freecall Australia 1800 780 104

T International (+61 3) 6111 3588

www.originconcernline.deloitte.com.au

Username: Origin

Password: Concern#1

originconcernline@deloitte.com.au

Origin ConcernLine

Reply paid

12628 A'Beckett Street

Victoria 8006

Facsimile (+61 3) 9691 8182

Where all good change starts

Further information about Origin's
performance can be found on our website:

originenergy.com.au