



AGL Energy Limited.

Supplier Code of Conduct.

AGL Procurement.

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1. Corporate governance and ethics.
2. Risk management.
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Embedding sustainability principles in our supply chain practices.

AGL aims to conduct business in a safe, responsible and equitable manner, in compliance with all applicable laws, regulations and internationally recognised standards and consistent with AGL's corporate values. AGL has embedded these principles as part of its sourcing and procurement processes and seeks to engage in business with suppliers who share these values and adhere to the minimum requirements outlined in this Code of Conduct.

AGL expects all suppliers to comply with reasonable Australian community standards of ethics and business practices.

The AGL Supplier Code of Conduct covers the following areas:

- > corporate governance and ethics
- > risk management
- > labour policies, human rights and non-discrimination
- > Workplace Health and Safety (WH&S)
- > environmental management
- > community
- > supply chain.

Compliance with the minimum requirements outlined in each area is a requirement of conducting business with AGL.

Scope.

The principles outlined in this Code of Conduct apply to all third party suppliers and contractors engaged to provide goods or services to AGL and its controlled entities, irrespective of the geographical location of their operations.

1. Corporate governance and ethics.

Robust corporate governance provides the foundation for professional, responsible and ethical business practice. Strong corporate governance and ethical behaviour are central to AGL's approach to business. AGL will favour suppliers who can demonstrate having established a strong governance framework and who have adopted ethical standards. AGL will expect suppliers to comply with the minimum requirements identified below:

- > suppliers must comply with all applicable laws and regulations on bribery, corruption and prohibited business practices
- > suppliers must conduct business in an ethical, equitable and professional manner.
- > suppliers must disclose any part of their business operations that may not meet reasonable Australian community standards of ethics and business practices.

2. Risk management.

Timely identification of business risk allows for risk mitigation and management and contributes to value creation for AGL and its stakeholders. AGL will favour suppliers with a robust and documented risk management framework covering environmental, social and corporate governance (ESG) risks. AGL will expect its suppliers to comply with the minimum requirements identified below.

- > suppliers must implement policies and practices aimed at identifying strategic and operational risks, vulnerabilities and compliance obligations and must facilitate risk awareness, communication and mitigation within their business.



3. Labour policies, human rights and non-discrimination.

AGL aims to support responsible labour practices that contribute to the development of a fair and inclusive workplace, consistent with international standards such as the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the UN Global Compact. AGL will favour suppliers who share the same objectives and values and will expect suppliers to comply with the minimum requirements identified below.

Legal compliance and workplace policies.

- > suppliers must comply with all relevant, local and national laws and regulations with regards to employment practices, benefits, health and safety and anti-discrimination
- > suppliers must have written workplace management policies and standards inclusive of equal opportunity, anti-discrimination and anti-harassment, bullying principles and employee grievance resolution
- > suppliers must be able to evidence compliance with their workplace management policies and standards outlined above.

Forced and child labour.

- > suppliers must not use any form of child, forced or involuntary labour and abide with all international standards and domestic regulations relating to the employment of children.

Equal rights and non-discrimination.

- > suppliers must promote an inclusive workplace free of discrimination, harassment, bullying and other unlawful behaviour on discriminatory grounds including gender, age, race, nationality or ethnic origin, disability, family responsibilities, marital status, medical or irrelevant criminal record, political views, pregnancy or potential pregnancy, religious beliefs or activity, sexuality or sexual orientation, trade union activity, physical appearance, social origin or carers' responsibilities.

Wages, benefits and conditions.

- > suppliers must comply with all applicable laws related to wages, employment conditions, working hours and legally mandated benefits.

4. Workplace Health and Safety (WH&S).

Workplace Health and Safety, intended as the provision of a safe, healthy and secure work environment to our employees, contractors and visitors is of paramount importance to AGL.

We favour suppliers who share similar values and have a documented set of policies and programs aimed at promoting a safe, healthy and secure workplace and will expect suppliers to comply with the minimum requirements identified below:

- > suppliers must comply with all relevant laws and regulations related to Workplace Health and Safety
- > suppliers must develop and implement written health and safety policies and standards
- > suppliers must develop and implement documented systems to identify and record work-related injuries and illnesses
- > suppliers must comply with AGL's safety requirements.

5. Environmental management.

AGL aims to reduce the direct environmental impact of its operations and that of the activities occurring along its supply chain. AGL will prefer suppliers who act responsibly in managing the environmental impacts of their business operations. At a minimum, suppliers are expected to:

- > comply with all relevant local and national laws and regulations on environmental management and reporting
- > implement and maintain a written environmental policy
- > establish and maintain a data collection process aimed at tracking environmental performance over time and supporting environmental reporting and compliance with legislative requirements
- > strive to reduce environmental harm by maximising the efficient use of natural resources, energy, water and raw materials and minimise pollution (inclusive of greenhouse gases pollution) and waste
- > suppliers must comply with AGL's environmental requirements.

6. Community.

AGL contributes to community development through a number of initiatives, including direct investment, sponsorships, employee giving and volunteering and strategic partnerships with charitable organisations. AGL prefers that its suppliers share similar values in relation to community contribution and can demonstrate tangible initiatives in support of community development.

7. Supply chain.

AGL aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain. AGL will work with our suppliers to ensure they follow our sustainable practices as outlined in this Supplier Code of Conduct to meet the expectation of AGL and the community. At a minimum, suppliers are expected to adopt similar principles to those outlined in this Code of Conduct when dealing with their own critical suppliers.



Andy Vesey
Managing Director and CEO
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