



Supplier Code of Conduct

Synergy suppliers play a central role in our purpose of leading Western Australians to their intelligent energy future, and we rely on their commitment to conduct business ethically and responsibly to achieve this. Synergy will work with suppliers who share our values and dedication to doing business with integrity.

This Supplier Code of Conduct (the Code) sets our minimum expectations of suppliers providing goods and services to Synergy.

We require all suppliers we are engaging with to comply with all applicable laws and to meet the standards and principles set out in this Code across all areas of their business. Compliance with such laws, standards and principles is a material consideration for us in assessing every aspect of our supplier relationships.





Greenough River Solar Farm is a Bright Energy Investment (BEI) asset which is a joint venture between Synergy, CBUS and DIF.

Using this code

All new and existing suppliers are required to comply with this Code and demonstrate their commitment to doing so. If you are engaging subcontractors to perform services or deliver goods to Synergy, you must also make them aware of this Code.

All our suppliers have a responsibility to monitor compliance with this Code (including subcontractors' compliance to this Code) and to: (1) notify Synergy immediately of any breaches, and (2) take reasonable steps to address, remedy and prevent repetition of any breach of this Code or possible breaches of this Code.

Governance

Synergy expects its suppliers to display high standards of ethics and business integrity and not act in a manner that would conflict with the **Synergy values**:

In particular, our suppliers must:

- Comply with all applicable laws, including those relating to the prevention of illegal conduct such as bribery, corruption, fraud, tax evasion, money laundering, extortion or other corrupt conduct.
- Seek to identify and report any actual or potential conflicts of interest, be it competing personal or professional interests. Our suppliers will avoid even the appearance of conflicts of interest in their work with us.
- Respect intellectual property rights and act in a manner to protect these rights.
- Not engage directly or indirectly in trade activities or include in the supply chain any goods or services sourced from sanctioned persons, countries or organisations.
- Protect the privacy of personal information of everyone with whom they do business.
- Be able to demonstrate an ongoing commitment to managing cybersecurity and data protection risk.



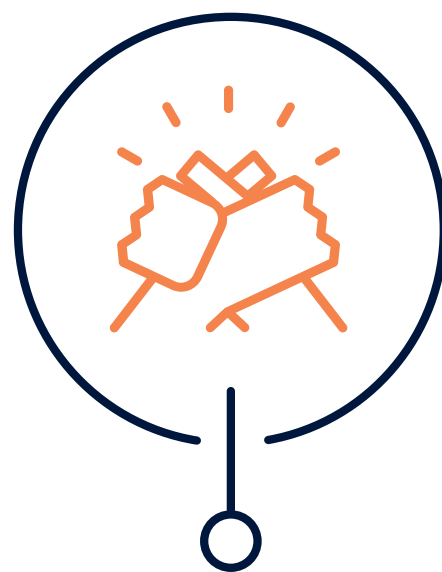
INNOVATION

DARE IT



ACCOUNTABILITY

OWN IT



COLLABORATION

SHARE IT



TRUST

SHOW IT

People

Synergy expects all suppliers to uphold inclusive and respectful workplaces and comply with all applicable human rights related laws in respect of their employees, whether directly or within their supply chains.

Diversity and inclusion

Our suppliers must:

- Comply with all applicable anti-discrimination laws and promote diversity and inclusion within their own workplace.
- Actively support a diverse labour base and encourage equity and inclusion by not discriminating based on race, colour, age, sex, gender, gender identity, sexual orientation, marital status, ethnicity, national origin, disability, genetic information, medical condition, pregnancy, religion, political affiliation or union membership or any other protected attribute prescribed by law.
- Promote a work environment that is free from harassment, violence and bullying.

Labour and human rights

Our suppliers must:

- Conduct their business activities in a manner which respects human rights.
- Ensure that workers do not perform work that is likely to jeopardise their health or safety, including unreasonable night shifts and overtime.
- Not permit harassment, abuse, corporal punishment or inhumane treatment of its workers.
- Permit workers to associate freely, bargain collectively and seek representation in accordance with local laws.
- Maintain a policy reasonably assuring that any materials used in products that they manufacture are not the result of human rights abuses in either the mining or processing stages.
- Notify Synergy if they, or their subcontractors or suppliers, have been convicted, had a notice served upon them, or an order made against them for infringement of modern slavery laws anywhere in the world.

Health, safety and wellbeing

Our suppliers must:

- Comply with all applicable health and safety laws and aim to create a safe working environment for its workers and all people affected by its business.
- Take all practical and reasonable measures to ensure business premises, facilities and work methods eliminate workplace fatalities, injuries and disease.
- Provide workers with suitable health, safety and wellbeing training and make personal protective equipment available to its workers at no cost to them.
- Ensure that workers are not under the influence of drugs or alcohol when attending the workplace or work-related activities.

Environment and sustainability

Synergy expects its suppliers to conduct activities in a manner that protects the environment, seeks to reduce the environmental footprint of suppliers’ operations and supply chains, seeks to manage the impacts of climate change, and meets the suppliers’ compliance obligations.

Our suppliers must:

- Comply with all applicable environmental laws and continually strive to improve their sustainability performance, focusing on reduction (as appropriate) of clearing native vegetation, impacts on fauna, waste, greenhouse gas emissions, water and natural resources consumption.
- Implement systems and processes to manage, minimise and continually improve environmental performance.
- Work to reduce consumption of resources, track and seek to improve life-cycle emissions of greenhouse gases, energy efficiency and energy consumption.
- Monitor, treat and reduce impacts on the environment, including but not limited to, native vegetation, fauna, air emissions, noise, wastewater and waste generated from their activities.

Community

Synergy expects its suppliers to respect the rights and interests of local communities, including Aboriginal and Torres Strait Islander peoples, in relation to our operations and projects.

Synergy encourages its suppliers to seek opportunities to:

- Support local businesses and industries in its subcontracting arrangements, particularly within the regions in which Synergy operates.
- Support Aboriginal and Torres Strait Islander owned businesses within its supply chains.
- Encourage the development of trainees and apprentices within its workforce.

Grievances

Synergy is committed to a culture of speaking up and encourages transparent and open relationships with its suppliers where concerns can be safely voiced and investigated.

Any supplier can anonymously raise a concern or grievance directly with their Synergy representative or through the independent Whistle-blower hotline (Stopline) which is available 24 hours a day, seven days a week.

STOPLINE

Phone: 1300 30 45 50

Email: synergy@stopline.com.au



Pinjar Gas Turbines.



For further information:

Contact your Synergy representative or email
procurement.excellence@synergy.net.au

www.synergy.net.au/About-us/Suppliers

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