



Appendix 46.2: Code of Conduct (public version – 2020)



Code of Conduct

The Code of Conduct is based on Origin's Purpose, and Values, and outlines how people within Origin are expected to behave. The board and senior executives of Origin are committed to this Code of Conduct in order to care for our business, people and reputation.

The purpose of this Code of Conduct is to guide all directors, employees and other persons that act on behalf of the company, to perform their job in line with high ethical standards and applicable legal requirements.

Code of Conduct

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Code of Conduct

Origin expects all its directors, employees and other persons acting on behalf of the company, to conduct themselves in accordance with Origin's Purpose, Values, and the policies that guide business conduct.

1 Our Purpose

"Getting energy right for our customers, communities and planet."

Our purpose articulates why we exist and the difference Origin can make, now and into the future. It's an aspiration that acknowledges we're not there yet – and for us every word matters.

2 Our Values

- Work as one team, one Origin
- Be the customer champion
- Care about our impact
- Find a better way
- Being Accountable

These values are connected, which means we are at our strongest when we use our values together. No one value is more important than the other. They are all there to guide us in everything we do, even when at times one may feel more relevant than another.

3 Key Policies and Directives

Origin has adopted key policies and directives that govern business conduct and how employees, executives, directors, consultants and contractors must conduct themselves in the pursuit of company objectives.

These include but are not limited to:

- Diversity and Inclusion
- Discrimination, Harassment and Bullying
- Health, Safety and Environment
- Drugs and Alcohol
- Computer and Information Usage Directive Dealing in Securities
- Anti Bribery and Corruption (including Gifts and Hospitality)
- Conflicts of Interest
- Privacy
- Continuous Disclosure
- Competition and Consumer Protection

4 Reporting and escalating of concerns

Employees are encouraged to refer to company policies, or their supervisor or manager, if they have concerns about any conduct that may breach the law or Origin's policies. If in doing this an employee is not able to obtain a satisfactory response to their concern, or the concern is of a serious nature that could affect the whole company and its reputation, employees may report their concerns to a higher authority in accordance with the company's policy on Escalating a Concern.

Employees who report any such concerns in good faith are protected from discrimination or other reprisals to the extent that the law permits.

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5 Consequences of breaches of the Code of Conduct

Consistent with Origin's standard employment terms and conditions, Origin requires its employees to comply with all company policies including the Code of Conduct. Compliance will be monitored and any known or suspected instances of non-compliance will be reported to the relevant Executive Team Member for full investigation and appropriate disciplinary action. Confirmation of adherence to the Code of Conduct will also be sought via the Management Questionnaire.

Employees have on-line intranet access to the Code of Conduct and its constituent documents. Employees must ensure they are familiar with all of the company's policies and complete the online Code of Conduct learning module within 30 days of joining Origin and every 2 years thereafter.

A critical area of compliance is the company's Health, Safety & Environment Policy and supporting management system which require that employees maintain familiarity with and comply with all relevant safety regulations, codes of practice, standards, operating procedures and safety directions affecting their work and work areas.

Employees should also familiarise themselves with Origin's Code of Conduct: Escalating a Concern Procedure which details the arrangements in place to assist employees in reporting known or suspected instances of inappropriate conduct including Code of Conduct breaches. A breach of company policy will result in disciplinary action and may result in summary dismissal. You should also be aware that some breaches could also result in civil or criminal action.