

People and culture management approach



We value the contribution of our employees, encourage personal development, recognise good performance, and foster diversity and equality of opportunity.

We are focused on aligning our people to a shared vision and purpose, supporting diversity and instilling a greater focus on our customers and the communities in which we operate.

Our people are one of our greatest assets. We understand that an engaged and high-performing workforce is essential for the success and growth of our business. We value the contribution of our employees, encourage personal development, recognise good performance, and foster diversity and equality of opportunity.

Our key policies and directives govern ethical business conduct and how employees, executives, directors, consultants and contractors that act on behalf of Origin must conduct themselves in the pursuit of company objectives. Together these policies form the basis of our Code of Conduct.

Consistent with Origin's standard employment terms and conditions, we require employees to comply with all company policies including the Code of Conduct. Code of Conduct training is mandatory for all employees and contractors. Training must be completed within 30 days of joining Origin, and every two years thereafter.

Our Code of Conduct includes key Origin Directives such as the Anti-Bribery and Corruption, Conflict of Interest, Privacy, Competition and Consumer Protection as well as the Escalating a Concern procedure.

Compliance with the Code of Conduct is monitored and any known or suspected instances of non-compliance are reported to the relevant Executive Leadership Team member for full investigation and appropriate disciplinary action.

Working at Origin

We recognise that a more diverse company will better reflect our customer base and the wide range of communities in which we operate. Our Diversity and Inclusion Policy applies to all aspects of employment.

The Board and the Diversity and Inclusion Council, comprising the Executive Leadership Team are responsible for overseeing our strategies on gender diversity. The Board sets annual targets to increase gender diversity across our business and oversees progress against them. Progress against our targets is reported internally on a quarterly basis to the Diversity and Inclusion Council and annually in the Sustainability Report and Remuneration Report, which forms part of the Directors' Report.

When managed well, flexible working arrangements support diversity in our workforce and a more inclusive culture. This helps to contribute to good decision making and the long-term success of our business.



We protect and uphold fundamental human rights at all our operations and projects.

Origin's approach to flexible work is governed by our Flexible Working Arrangements Directive. We promote flexible work arrangements through our All Roles Flex policy which challenges our people to find flexibility in any role as well as providing job share and part-time work opportunities. We also offer a range of leave options to help our people achieve a good work-life balance including career breaks, parental leave, volunteer leave and purchased leave. We support secondments throughout Origin to develop new, on-the-job skills for our people.

We are committed to supporting our employees' learning and development which is an important part of how our employees continuously grow, develop and achieve their potential.

Origin has a variety of mentorship programs and talent development initiatives across the business to support the development of our people and provide guidance for their career development.

Our Learning & Development Hub and employee access to LinkedIn Learning encourages constant learning and builds capability. Through the Learning & Development Hub, our people are able to self-access the learning they need to link to their development needs and plans. All content embodies our Values and Behaviours and is tailored to Origin. The Hub includes a wide range of resources which includes coaching, mentoring, team effectiveness, leadership and inclusion.

Our Origin People Leadership Code was launched in 2020 to articulate what good people leadership looks like in action and help bring our purpose and values to life. This is further explored in our Leading our People program, and practiced every day by our leaders.

All Origin employees participate in an annual performance and development review process which helps our people develop and reach their potential and celebrate and reward success.

Employee relations

Origin's approach to employee relations is focused on direct engagement with team members, establishing and maintaining strong working relationship with employees and unions, being proactive in consulting on any change, and providing open forums for employees to raise concerns.

We ensure compliance with our employment law obligations and pay in accordance with enterprise agreements, minimum wages and other employment terms.

We recognise the right of team members to negotiate either individually or collectively, with or without the involvement of third parties.

As we continue to evolve our workplace and ways of working to ensure we are getting energy right for our customers, communities and planet, we work hard to minimise the impact of change on our team members. We do this through actively managing recruitment and seeking redeployment or retraining opportunity for impacted team members. Where we are unable to redeploy team members, our redundancy and outplacement programs support team members with the transition.

Ethical business

Escalating a concern

If our people become aware of, or suspect that, behaviour at Origin breaches our Code of Conduct, or is in any way inappropriate, they are encouraged to report their concern. The Escalating a Concern procedure, Incident Management Directive, and Discrimination, Harassment and Bullying policy are in place to support this.

Employees are required to report any instances of inappropriate conduct in line with this procedure and the Incident Management Directive. Where employees report concerns, measures are taken to ensure that confidentiality is maintained.

Our internal reporting process includes an option for our people to raise concerns via an independent external party. This avenue is available at all times and allows concerns to be reported in confidence or anonymously.

In instances where it is not possible for the concern to remain confidential, protocols are in place to prevent reprisal or victimisation. It is Origin's policy that employees will not be victimised for raising a concern. If employees believe there has been any reprisal or victimisation, they have the right to request an investigation. This is undertaken independently, using suitably qualified internal and/or external resources as required.

Human rights

We protect and uphold fundamental human rights at all our operations and projects. Origin's Human Rights Policy is available at originenergy.com.au/about/investors-media/governance

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

originenergy.com.au

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Anti-bribery and corruption

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The company's Code of Conduct guides us on making good decisions that comply with the relevant laws and regulations. This is particularly important in the detection and prevention of bribery and corruption.

Our Code of Conduct training incorporates Anti-Bribery and Corruption (ABC) training for all employees and contractors who do work on behalf of Origin. This is completed within 30 days of joining Origin, and every two years thereafter. Employees and contractors in high-risk roles are required to complete this training annually. High-risk roles are considered (but not limited) to be roles with responsibility for procurement of goods or services, financial transactions, those located internationally or with responsibility for building or maintaining external relationships.

We explicitly prohibit any form of facilitation payment; and maintain an anti-bribery and corruption program which incorporates an Anti-Bribery and Corruption Directive and guidelines.

Our ABC Directive sets out the responsibilities of people working for, or with, Origin in upholding our prohibition on bribery and corruption. The assessment of ABC risk for all third-party business transactions is undertaken using our anti-bribery and corruption due diligence toolkit. The toolkit is based on the World Economic Forum Good Practice Guidelines on Conducting Third-Party Due Diligence.

Origin has an audit program which periodically includes audits of the ABC Directive and framework.

Regular compliance reporting is provided to Origin's Executive Leadership Team and the Board Risk Committee. A record of gifts and hospitality are maintained and monitored, and a financial analytics program is in place.

Political contributions

Our Anti-bribery and Corruption Directive governs our engagement with public officials. The provision of gifts or gratuities, both directly and indirectly, to public officials, or relatives or associates of public officials is prohibited.

Origin does not make direct donations to political parties and requires all employees to obtain approval prior to attending a political event or function on behalf of Origin. Attendance at any of these events requires pre-approval by the EGM, Corporate Affairs or the General Manager, Government Relations and Public Policy and the amount payable cannot be disproportionate to the actual cost of the event.

In Australia, Origin is required to report to the Australian Electoral Commission (AEC) on payments to political parties, politicians and related institutions. When reporting to the AEC, Origin includes payments to attend meetings, functions and memberships. Attending meetings, functions and maintaining our political memberships is an important part of our engagement with policymakers. It also helps Origin to progress policy discussions that are of commercial interest to the company.

