

CODE OF CONDUCT



AUGUST 2024

QUERIES

If anyone has any queries regarding the application of this Code you should discuss the matter with your Manager/Supervisor or contact the Company Secretary/General Counsel on:

02 4352 6003 or at
legal@de.com.au

All Delta Policies and Standards may be found on the intranet.

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PURPOSE

Our mission is to produce energy safely, reliably and responsibly. We do this by valuing and empowering our people while respecting the communities and environment in which we operate.

AMBITION

To grow a diverse portfolio of energy assets that underpin the reliable supply of energy to Australia.



OUR CODE OF CONDUCT



Delta's Code of Conduct embodies the values and principles that define our organisation. How we achieve our goals is just as important as the goals themselves.

As our actions impact our colleagues, stakeholders and the communities we serve, it is critical that we conduct ourselves with integrity.

Our Code of Conduct sets the standards of integrity we are committed to upholding. It serves as our guide toward ethical decision-making and responsible behaviour. It underscores our commitment to:

- ethical behaviour;
- a safe, respectful and inclusive workplace;
- accountability; and
- confidentiality.

The Code of Conduct is not merely a set of rules — it is a reflection of Delta's values. By upholding these values, we strengthen our reputation and build trust to allow us to deliver our mission of producing energy safely, reliably and responsibly.

I encourage you to familiarise yourself with the Code and integrate its principles into your work and interactions. Together, we can maintain an environment that promotes fairness, honesty and professionalism in everything we do.

Richard Wrightson, August 2024

PURPOSE

The Code of Conduct is based on Delta's Purpose and Ambition and is designed to help maintain a high standard of conduct and behaviour, as well as providing a means of dealing with ethical dilemmas you may encounter.

The Code is designed to ensure the highest level of confidence from employees, our customers and suppliers and to promote confidence with stakeholders and the community. It is designed to guide you on the standards of behaviour expected of employees of Delta and Board members.

Delta's purpose and ambition provide guidance for all of us in decision making and behaviour whilst at work. We are committed to fostering a secure and open work environment in which we all are confident of seeking advice about any questions you may have.

If after reading the Code you are still unsure about any work related matter, you should seek help from your Manager/Supervisor or the Company Secretary/General Counsel.

OUR RESPONSIBILITIES

Accountability

You are responsible and accountable for the actions you take in the workplace on behalf of Delta.

You must follow lawful and reasonable directions and comply with the law, as well as Delta's Policies, Standards and Procedures. All employees should exercise diligence, care and attention in performing duties for Delta and should provide clear, accurate, current and complete information to our clients and customers.

Health and Safety

Delta is responsible for providing a healthy and safe working environment by placing the health and safety of employees, contractors and visitors first.

You are responsible for your own safety, the safety of people you work with, and the safety of visitors to Delta's workplaces.



Respect and Integrity

Behaving with respect and integrity are important values that you should hold as an employee of Delta. We should all act with respect and integrity and treat people honestly, fairly and with courtesy when dealing with colleagues, customers and suppliers, members of the public and the community. We each have a responsibility to contribute to an ethical and equitable work environment.

Delta has an obligation to provide a workplace that is free from discrimination, harassment, bullying and any other inappropriate treatment.

Managers and Supervisors are accountable for preventing and addressing these issues in their workplace.

We also have legal obligations not to participate in or condone any conduct of this nature and participation by any level of employee in such conduct may result in disciplinary action.

If you suspect or become aware of any such incidents, you should report this to your Manager/Supervisor.

Ethical Decision Making

There may be a time when you are faced with a difficult situation or decision where you are unsure of the right course of action. When faced with such a dilemma, consider the following questions to help you in the decision making process:

- what feels right or wrong about the situation?
- is your planned action consistent with Delta Policies and the Code of Conduct?
- how would your action appear to or affect others?
- would another person's input be useful in making your decision?

Asking yourself these questions prior to making a decision can help you make the right choice. If you have any doubts, please seek advice from your Manager/Supervisor.



Delegated Authority

When making decisions or taking actions under a delegated authority, we each have a duty to ensure:

- it is within your area of delegated authority;
- it complies with all decision-making processes and procedures required by the delegation;
- you act in accordance with any relevant laws; and
- the basis for the decision and the evidence are properly documented.

Environment and Community

As employees of Delta, we have community and environmental responsibilities.

You should always act responsibly and be mindful of concerns with regard to use of transport, disposal of materials, waste, pollution and emissions. You should always be aware of your responsibilities in minimising, recycling and re-using waste materials.

You should implement Delta Policies and decisions in an impartial and fair manner, regardless of whether you agree or disagree, and all reports and advice provided to decision-makers should be done so timely, completely and in an impartial manner.



Competition and Consumer Protection

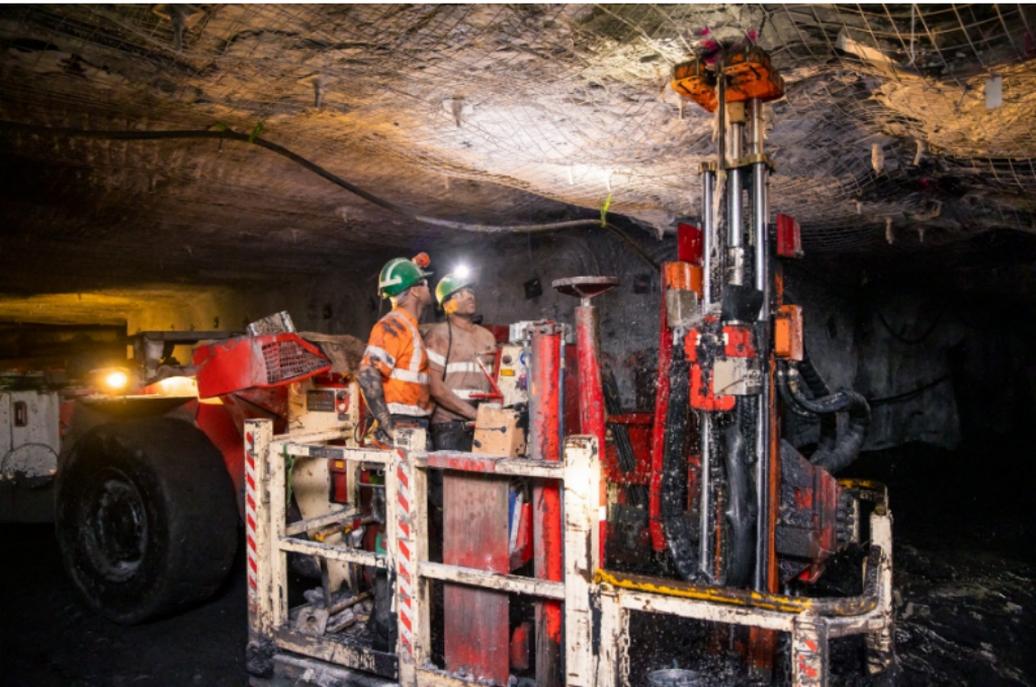
You must avoid any actions that could be interpreted as unreasonable, unjust or unethical in your dealings with customers, other businesses and the community.

Supervision and Leadership

As employees of Delta, we all are responsible for ensuring our own behaviour is consistent with the values and expected

behaviours set forth in this Code. However, if you supervise staff, you have a further obligation to lead by example and show this to the community in the integrity and ethical nature of your work.

As Managers/Supervisors, we should ensure others are aware of the requirements of the Code of Conduct and what is expected of them.



CONFLICT OF INTEREST

Conflicts of interest arise when your personal or financial interests or activities conflict, or have the appearance of conflicting, with the impartial performance of your duties.

The perception of a conflict of interest can be as damaging to the reputation of Delta and the concerned party as a real conflict of interest and should be avoided.

It is important that colleagues, customers and suppliers are confident that all decisions made by Delta are fair and impartial and in the interests of the organisation. In order to achieve this, we must all take care that our actions do not conflict with the proper carrying out of our duties, which includes the interests of those people close to us, such as business partners, family members, friends and associates.

Some examples of situations that may give rise to a conflict of interest include:

- financial interests in a matter that Delta is dealing with;
- personal relationships with parties Delta is dealing with where you have the ability or perceived ability to influence an outcome;
- using your position to obtain opportunities for employment or actively solicit employment for relatives or friends;
- personal beliefs or attitudes that influence your impartiality in a given situation; and
- secondary employment that compromises your integrity or conflicts with your ability to perform work for Delta.

For instance, if an employee had shares in a family company that was a supplier to Delta and the employee was able to influence decision-making regarding the award of contracts to that company, this would represent a conflict of interest.

It should be noted that conflicts of interest may also extend across the Delta Group of companies. This includes where you have the ability or perceived ability to influence outcomes related to other companies in the Delta Group.

You should notify your Manager/Supervisor in writing of any real, perceived or potential conflicts of interest in order to determine the best course of action.

All written notifications are to be placed on a Conflict of Interests Register.

Delta's Risk and Compliance Manager is also available to discuss possible conflicts that may occur.



HOSPITALITY, GIFTS & BENEFITS

During the course of your work, gifts, hospitality or benefits in a variety of forms, may be offered to you by customers, contractors and other business associates. As an employee of Delta, you must exercise the utmost care with regards to the receiving of business related gifts to ensure these offers do not compromise, or give the impression of compromising your ethical standards, or your ability to make impartial and objective decisions.

Hospitality

On occasions you may be offered hospitality including lunch, dinners and attendance at sporting events. Acceptance of such offers must be approved by your Executive Manager. Similarly, should you wish to offer hospitality then this requires approval by your Executive Manager.

Gifts or Benefits

Written approval is required by your Executive Manager prior to giving any gift or benefit, except for Delta branded corporate promotional items.

In order to protect Delta and yourself, all offers of gifts and benefits greater than the nominal value of \$100, whether declined or accepted, are to be noted in the Gifts and Benefits Register which is held by the Risk and Compliance Manager.

If the cumulative value of all gifts received from a single party in a calendar year exceeds \$250 all gifts received from that party must be recorded on the Register. Every effort should be made to return declined gifts to the giver. If this is not possible the gift is to be turned over to your Executive Manager to enable a transparent and fair method of disposal.

Token gifts and benefits are those items of less than the nominal value, such as trinkets, souvenirs, chocolates and promotional items (pens, notepads and stationery), and gift vouchers. Such items may be acceptable, are not offered on a regular basis and are done so in the ordinary course of business.

You should never accept the gifts or benefits listed below. If you are offered such a gift advise your Executive Manager or the Company Secretary/General Counsel immediately:

- gifts of cash (any amount);
- free travel and accommodation; and/or
- any gift that is offered to influence decision making.

The following instances do not need to be recorded in the Gifts and Benefits Register:

- business meals as part of Delta's Reward and Recognition program related to the performance of an employee's work;
- an offer (e.g. invitation), that is included in the sponsorship agreement, from a Delta sponsored event or organisation;
- a function where business representatives from many organisations are in attendance and food and drink may be served; and
- a gift less than the nominal value won as part of an event or activity where attending as a representative of Delta, for example, a bottle of wine, tickets to sporting function, business card draw, lucky door prize etc.

You can contact the Risk and Compliance Manager to discuss any issues around gifts and benefits.

TRAVEL AND ENTERTAINMENT

Employees should follow the travel guidelines and seek appropriate approval prior to making any travel arrangements, both domestic and international. If you have questions regarding what is appropriate travel and related expenses such as meals and sustenance, you should seek advice from your Manager/Supervisor.

On occasion, you may be required to entertain clients and business associates. Valid entertainment expenses include meals and tickets such as theatre and sporting events with a client or potential client where a business discussion takes place should be approved beforehand by your Executive Manager.



CORPORATE INFORMATION

Information is an important asset to Delta. You should always take care when you create or maintain corporate information to uphold the integrity and security of that information.

Some examples of corporate information include:

- records and reports;
- customer and supplier information;
- patents, copyrights and proprietary designs; and
- financial information.

As a Delta Employee, you are responsible for ensuring the safe custody, storage and proper preservation of Delta records that you have control of, or access to, in accordance with Delta's Records Management Standard.



Confidentiality and Information Security

Some of the information that you may have access to is confidential and you must protect it. It is all of our responsibilities to help ensure that confidential information in any form cannot be accessed by unauthorised people. The following information should not be accessed unless it is required in the performance of your duties, nor should you release any confidential information obtained through your duties unless:

- you are required to do so by law;
- a confidentiality agreement exists and the parties to the agreement permit the release of the information;
- permission from your Manager/Supervisor has been given; and
- you are authorised to do so.

Confidential information includes site location information, trade secrets, ideas, specifications, data, know how, concepts, reports, information of a commercially sensitive nature and other information that is not in the public domain.

You should not use confidential information to gain any direct or indirect benefit or advantage for yourself or another person. Any misuse of confidential information should immediately be reported to the Risk and Compliance Manager.



Personal Information

As employees of Delta, we must abide by the privacy legislation that controls the collection, holding, use, correction, disclosure, transfer or disposal of any personal information obtained through our job.

This includes the personal information of employees, contractors or members of the public that Delta gathers in order to undertake its normal business activities.

Employees and members of the public will be provided with appropriate access to their personal information. It is the responsibility of individuals to ensure their personal information held by Delta is accurate and complete. Delta will dispose of personal information appropriately.

Health Information

Health information is particularly sensitive information and confidentiality must be maintained at all times. You must abide by Delta's Privacy Standard that controls the collection, holding, use, correction, disclosure or transfer of any health information.

Ceasing Employment

After ceasing employment with Delta, use or disclosure of confidential information obtained during employment with Delta is strictly forbidden. While employed by Delta, you should not use your position to obtain opportunities for future employment.



USE OF DELTA'S RESOURCES

You are expected to be efficient and economical in your use and management of Delta's resources, including your own work time.

Delta *allows* **occasional** use of Delta resources such as telephones, mobile phones, photocopiers, and computers (e-mail and the internet) for private purposes during your shift. However, such use should not interfere with your day-to-day responsibilities and must be in accordance with Delta's Policies and Standards.

You must seek approval from your Supervisor prior to using Delta's workshop resources for private purposes.

Managers/Supervisors will consider the following factors, or any other factors, to determine if such use is appropriate:

- Health and Safety risks;
- costs to Delta, e.g. use of consumables;
- impacts on employees normal duties; or
- extent and/or repetitive use of resources by the employee.

Small items of equipment and tools may be borrowed for private purposes and the use of motor vehicles must be in accordance with Delta's Policies and Standards.

You are entrusted with Delta's resources and you must take reasonable steps to protect these resources from loss, damage, misuse, waste or theft. All losses of Delta resources must be reported immediately to your Manager/Supervisor.

Should you become aware of excessive or inappropriate use of resources you should report the nature of the misuse to your Manager/Supervisor or Risk and Compliance Manager. You may make this report under the Whistleblower Protection Standard should you have concerns about the consequences of this disclosure.

The use of Delta's resources and equipment in relation to a second job or an independent business is strictly prohibited.



OTHER EMPLOYMENT OR BUSINESS

You may undertake other paid or honorary employment or business activities outside Delta providing they do not:

- conflict or interfere with your current duties or take place during your Delta working hours;
- conflict with or appear to conflict with your ability to make impartial decisions;
- adversely affect your work performance;

- involve information or resources that are obtained or available through your work with Delta; or
- discredit or disadvantage Delta.

If you believe any of the above applies or there may be a perception that there could be a conflict or perceived conflict, you must seek written approval from your Executive Manager prior to engaging in other employment or business.



ALCOHOL AND DRUGS

Delta promotes the principle of sobriety at work as part of our duty of care. You are responsible for ensuring that you do not, by the consumption of alcohol or use of drugs, endanger your own health and safety, or the health and safety of any other person in the workplace.

During working hours, you must be fit and able to perform your duties and if not, you will be moved to a safe location, interviewed, assessed for fitness for duty and may be requested to leave Delta's premises in accordance with Delta's Health and Safety Policies, Standards and Procedures.

You shall not possess or consume alcohol on Delta premises, without the approval of the Manager in control of the

premises and no alcohol may be consumed between your daily starting and finishing time without the approval of your Executive Manager

You shall not store, possess, administer or consume illegal drugs on Delta premises or between your daily starting and finishing times.

If you are required to have legal drugs you must advise your Supervisor of any possible impact on your work performance. The nature of a prescribed drug need not be divulged to your Supervisor, but can be discussed confidentially with Health and Safety staff.

If you have questions regarding this, please review the related Policies or contact your Manager/Supervisor.

SOCIAL MEDIA

Delta recognises that you may wish to use social media in your personal life and does not intend to discourage or unduly limit your online activities. However, it is important you are aware that using social media, even outside work hours, could have the potential for damage to be caused (directly or indirectly) to yourself, work relationships, Delta its stakeholders or customers.

Appropriate personal use of social media, including on personal devices, is acceptable during approved breaks.

Use of social media during work hours to view material that could be considered inappropriate is prohibited.

When using social media, even outside of work hours, you should ensure that your online behaviour is consistent with this Code of Conduct and the Social Media Policy and does not damage Delta's business, its reputation or bring Delta into disrepute. Non-compliance or breach of the Social Media Policy may result in disciplinary action.



REPORTING CORRUPTION, MALADMINISTRATION & WASTE

As employees of Delta we all have a duty to report any improper conduct, including fraud, corruption, maladministration and waste.

Examples of fraud and corruption may include:

- theft;
- bribery;
- misappropriation of assets;
- improper expense reimbursements; and
- manipulation or falsification of Delta documents, including financial information.

Further examples and definitions can be accessed in the Fraud and Corruption Prevention Plan. Any known or perceived fraud, corruption, maladministration or serious and substantial waste of Delta resources should be reported to your Executive Manager, the Company Secretary/General Counsel or the Risk and Compliance Manager.

Disclosures may be made in accordance with Delta's Whistleblower Protection Standard to:

Company
Secretary/General Counsel
Vales Point Power Station
Vales Road
Manning Park NSW 2259
(02) 4352 6003
legal@de.com.au

This reporting can be anonymous and will be treated confidentially.

PUBLIC COMMENT

As a member of the community you have a right to make public comments and enter into public debate in your private capacity. All employees should note that the right to make public comment does not override your duty to comply with any applicable duties of secrecy, confidentiality or privacy.

Any commentary made by you as an employee of Delta is a personal opinion and does not represent the views of Delta.

Only the Directors, Chief Executive, and Company Secretary/General Counsel or a nominated representative may make public comments or statements on company issues.

You should ensure that your participation in political activities, including contributions, does not conflict with or reasonably appear to conflict with your primary responsibilities as a Delta employee and that political contributions are never made with Delta funds.



BREACHES OF THE CODE

Delta is committed to the Policies, Standards and Procedures underpinning this Code.

Breaches of this Code of Conduct, including breaches of Policies, Standards and Procedures, may result in disciplinary action.

If an employee is guilty of a breach, the formal disciplinary process allows for the imposition of a range of disciplinary measures which are influenced by the seriousness of the breach.



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