

## Smart Energy Council - Principles for Members & Suppliers

The purpose of these Smart Energy Council – Principles for Members & suppliers (**Principles**) is to communicate the behaviour and standards that Smart Energy Council (**SEC**) expects of its Members & suppliers. The SEC is committed to working with its Members & suppliers to establish and maintain ethical, sustainable and socially responsible operations and supply chains in accordance with these principles.

### Conduct of business

The SEC expects lawful and ethical behaviour from its Board & staff and seeks to engage with Members & suppliers that also operate in a lawful and ethical manner. In particular, the SEC expects that Members & suppliers will:

- conduct business in a manner that is fair, honest, respectful and compliant with all legal requirements of the jurisdictions in which they operate;
- operate transparently by maintaining and retaining appropriate records;
- not engage in any forms of corruption including bribery, fraud, extortion, money laundering and the gaining of improper advantage;
- comply with all applicable laws relating to sanctions, export or import and trade controls;
- maintain confidentiality and privacy of information, except where disclosure is authorised or required by law.

### Labour and Workplaces

The SEC values the contributions made by its Board & staff, and seeks to ensure staff are treated with dignity and respect. The SEC expects the same standards of its Members & suppliers, including that they:

- provide a safe working environment;
- provide a workplace that is free from unlawful harassment, discrimination and bullying;
- not under any circumstances use child labour<sup>1</sup> or any form of forced, bonded, indentured, involuntary or illegal labour;
- provide fair and appropriate pay, benefits and working conditions, including hours of work, consistent with the laws of the relevant jurisdiction; and
- respect the right for freedom of association and freedom of movement consistent with the laws of the relevant jurisdiction.

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<sup>1</sup> In accordance with the International Labour Organisation Convention No. 138 relating to the Minimum Age for Admission to Employment.

## Sustainability

The SEC is committed to operating sustainably and seeks out opportunities to improve environmental outcomes, including through the increased use of recycled materials and products, consistent with national standards. The SEC encourages its Members & suppliers to operate in a manner consistent with this approach including by:

- reducing the use of energy, water or other resources through efficiency measures;
- implementing renewable energy technologies such as solar, where possible;
- reducing waste, recycling and using recycled products;
- reducing carbon emissions which may include adopting low emissions technologies; and
- reducing the use of hazardous and toxic substances and ensuring their correct disposal.

## Communication of these Principles

The SEC encourages its Members & suppliers to communicate these Principles (or an equivalent) to their related entities and employees as appropriate, and to implement and maintain processes that will encourage their direct and indirect suppliers and subcontractors to observe and exceed these Principles.

## Reporting

The SEC expects that its Members & suppliers will monitor their compliance with these Principles and provide accessible mechanisms for reporting concerns, including in relation to any material failure to comply with these Principles, and clear and responsible processes for their resolution. The SEC expects its Members & suppliers will notify the SEC of any material failure to comply with these Principles.

The SEC reserves the right to review compliance with these Principles and expects that its Members & suppliers will co-operate and provide such information as the SEC may reasonably require to perform a review.

The SEC is committed to working with its Members & suppliers to help them to implement remediation plans designed to achieve alignment with these Principles. In the event that remedial action is not taken with respect to any material breach by a Member or supplier of these Principles within reasonable timeframes, the SEC reserves its rights to reconsider its business relationship with the Member or supplier.