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Eradicating modern slavery
requires an ongoing dedication
and acknowledgement that we
all have a role to play

Frank Calabria
Chief Executive Officer



Important information

Origin Energy is an Australian company (ACN 000 051 696), registered in New South Wales.¹

We are a leading provider of energy to homes and businesses with interests across energy exploration, production, power generation and retailing. We have extensive operations across Australia, as well as wholly and partly owned subsidiaries in Papua New Guinea and the South Pacific. We have prepared this Modern Slavery Statement (Statement) in line with the requirements of the *Modern Slavery Act 2018* (Cth). It explains the actions we have taken to assess and address modern slavery risk exposures in our operations and supply chains during the financial year ending 30 June 2021 (FY2021).²

We are also involved in a number of operated and non-operated joint ventures, the most material of which is Australia Pacific LNG, in which we hold a 37.5 per cent share and act as upstream operator. Origin's operations and supply chains as upstream operator, CSG marketing agent and corporate services provider for Australia Pacific LNG are included in the scope of this Statement. Refer to our Annual Report and Sustainability Report for further details including our list of controlled entities. The Reporting Entities (as defined by the *Modern Slavery Act 2018* (Cth)) are listed in Appendix A.

At 30 June 2021, Origin had 4,979 employees with approximately 400 based at international operations, as well as almost 500 contingent workers. In addition to Origin's energy business and interests, our subsidiaries include the Origin Energy Foundation, a philanthropic foundation whose focus is to support programs that use education to help break the cycle of disadvantage for young Australians.

This report may reference significant events occurring after 30 June 2021. Where this report contains forward looking statements, including statements of current intention, statements of opinion and predictions as to possible future events, these statements are not statements of fact and there can be no certainty of outcome in relation to the matters to which the statements relate.

Forward looking statements involve known and unknown risks, uncertainties, assumptions and other important factors that could cause the actual outcomes to be materially different from the events or results expressed or implied by such statements, and the outcomes are not all within Origin's control. Statements about past performance are not necessarily indicative of future performance.

¹ In this statement a reference to 'Origin', 'Origin Energy', 'Group', 'Origin Group', 'Company', 'we', and 'our' is to Origin Energy Limited and its controlled entities and joint venture arrangements as outlined in our 2021 Annual Report.

² As defined in the Modern Slavery Act 2018 (Cth) Guidance for Reporting Entities to include: trafficking in persons; slavery; servitude; forced labour; debt bondage; forced marriage; worst forms of child labour; and deceptive recruiting for labour or services.

Message from our CEO



Welcome to Origin's second Modern Slavery Statement.

As a leading Australian energy provider, employer, and partner to both domestic and global suppliers, we know that the decisions we make every day can significantly affect the livelihoods of many. That's why our purpose drives everything we do to get energy right for our customers, communities and planet.

This year we continued to deliver on our three-year Modern Slavery Maturity Plan, developed in FY2020. This plan focuses on building our understanding and capabilities, improving our policies and processes, and enhancing engagement with our suppliers.

In FY2021, we upskilled our people and developed our human rights remediation process. We shared our human rights expectations with over 3,600 suppliers and continued to gain their buy in and commitment through negotiating our standard contract terms. We also continued to advance our processes, apply our rigorous modern slavery risk management methodology and delved more deeply into the practices of our high risk suppliers and our operating locations.

Our position is clear - any form of modern slavery is unacceptable. While our assessments to date have not identified any known modern slavery practices in our operations or supply chain, we recognise eradicating modern slavery requires an ongoing dedication and acknowledgement that we all have a role to play. We believe that building our internal capability to effectively manage modern slavery risks is fundamental to achieving this ambition.

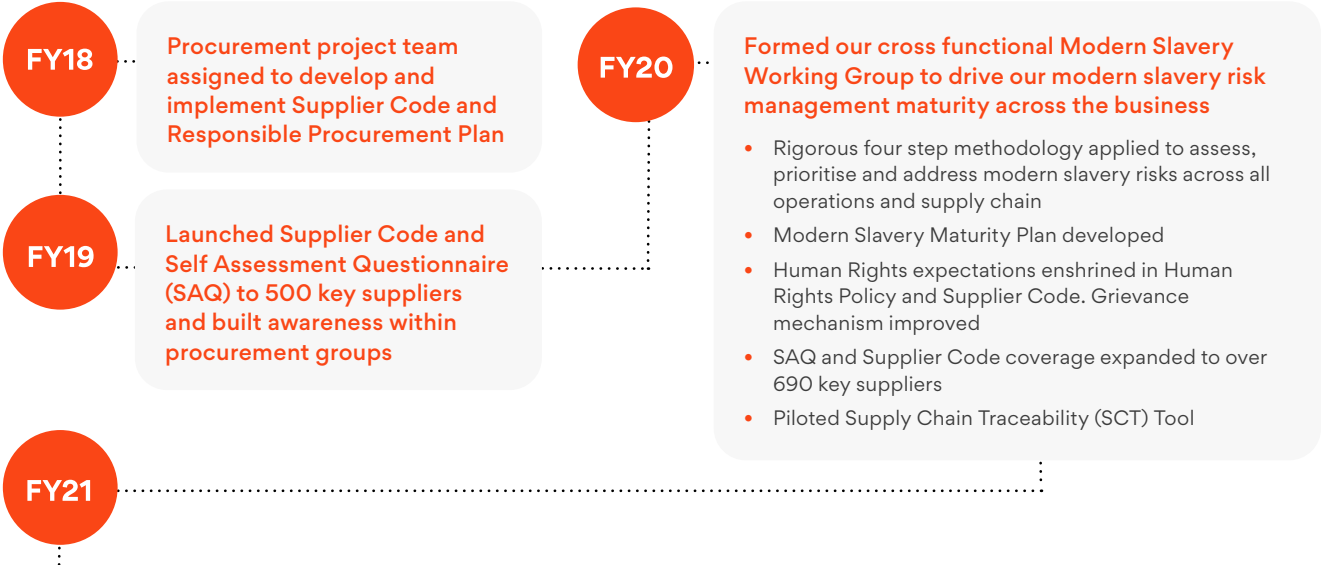
We will continue to collaborate with industry peers and external advisors to enhance our approach beyond minimum compliance and build closer relationships with partners across our supply chain.

I am proud of the work Origin has done to date, what we are building for the future and our commitment to being the energy company "Where all good change starts".

Frank Calabria
Chief Executive Officer
September 2021



Our journey highlights



Expanded and realigned our Modern Slavery Working Group to deliver on our FY2021 Modern Slavery Maturity Plan and drive progress against our key measures

★ August 2021
First Statement issued

Building our understanding and capabilities

Employees trained increased from 20 to **200+**

Modern Slavery Working Group members increased from **16 to 25** to effectively deliver on our plan

Improving our policies and processes

Supplier Code distribution increased from **690 to 3,600** suppliers

People related policies and directives reviewed increased from **2 to 14**

Enhancing engagement with our suppliers

Completion of vendor Self Assessment Questionnaire increased from **408 to 487**

Suppliers engaged through Supply Chain Traceability Tool increased from 1 to 11 with **50+** improvement actions identified

Key FY2021 highlights

- Built our internal capability to drive change through our organisation wide training strategy by focusing on working group members, supply chain professionals and front line employees
- Integrated human rights awareness content into our recently refreshed [Code of Conduct](#)
- Delved more deeply into our operations in high risk geographies in the Pacific region
- Tested the alignment and effectiveness of our plan and working group through external review and by engaging with the WA Modern Slavery collaborative (WAMSc)
- Integrated our modern slavery risk toolkit (including our Supplier Code, SAQ and SCT Tool) to focus and guide our supplier engagement
- Enhanced our grievance mechanisms by testing and publishing our internal human rights remediation process

About Origin



Who we are

Origin is one of Australia’s leading energy companies.

Since listing on the Australian Securities Exchange in 2000, Origin has grown to become one of the largest energy retailers in Australia, one of the country’s most significant energy power generators and a major contributor to the domestic economy, with close to 5,000 employees.³

We have an important role to play in providing energy, including electricity, natural gas, solar and LPG, to more than 4 million customer accounts and we work every day to make energy more affordable, more sustainable, smarter and easier.

We believe our company, and the energy industry more broadly, should be at the forefront of action to reduce carbon emissions. Origin was the first Australian company to set an emissions reduction target endorsed by the Science Based Targets initiative — aiming to halve our direct carbon emissions and reduce our indirect emissions by 25 per cent by 2032.

As well as providing energy, we contribute to local, regional and national communities by paying taxes, providing jobs, purchasing from local suppliers and investing in local infrastructure. We support community initiatives and help to build community skills and employment opportunities through activities such as apprenticeship schemes.

Through the Origin Energy Foundation, our philanthropic foundation, we support programs that use education to help break the cycle of disadvantage and empower young Australians to reach their potential. Since the Foundation’s inception in 2010, it has contributed more than \$32 million to the Australian community to meet this objective.

For further information on how Origin contributes more broadly to our community, including the work of the Origin Energy Foundation, please see our [2021 Sustainability Report](#)

Origin at a glance

ASX TOP
50

Leading integrated energy company

Listed on the Australian Securities Exchange in 2000



4.3 million customer accounts

Electricity, gas, LPG and broadband customers across Australia and the Pacific



5,000 employees

Inclusivity in the workplace, leading parental support



Climate transition embedded in our strategy

Australia's first approved science-based emissions targets



Powering Australia

7,400 MW generation portfolio, including 1,400 MW owned and contracted renewables and storage



37.5% interest in Australia Pacific LNG

Exporting to Asia, supplies ~ 30% of Australian east coast gas demand



Supporting Australian communities

The Origin Energy Foundation has contributed more than \$32 million over 11 years



Driving future energy innovation

20% interest in Octopus Energy, investing in new technology, start-ups and future fuels



Exploration and development

Positions in three large prospective onshore basins: the Beetaloo, Canning and Cooper-Eromanga

³As at 30 June 2021.

Our purpose and values



Our purpose

Getting energy right for our customers, communities and planet.

Our purpose drives everything. It's why we're here and how we make a difference to people's lives. It's an aspiration that acknowledges we're not there yet. For us, every word matters.



Our values

Our values help guide how we make decisions, balance priorities and work together.

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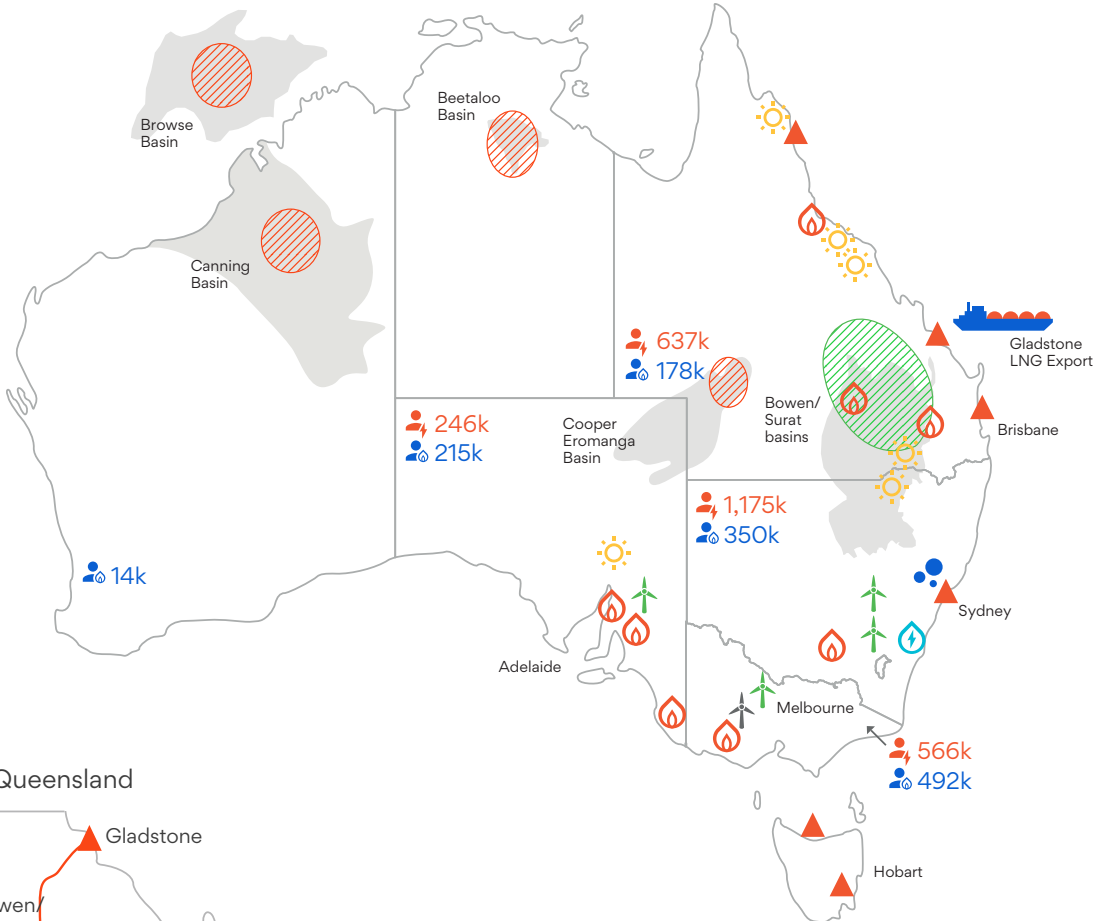


Our pillars

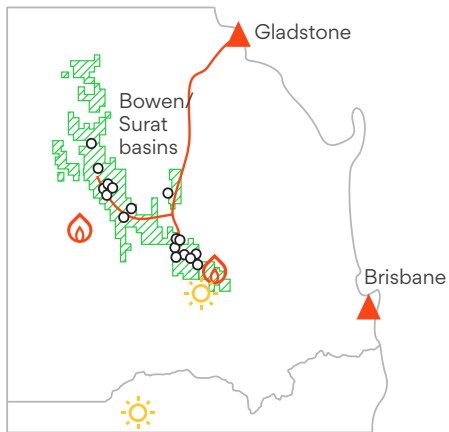
We're here to deliver to all our stakeholders.

 ----- Customers	 ----- Communities	 ----- Planet	 ----- Shareholders
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Our structure and operations



South East Queensland



Exploration & production acreage

- Origin/JV upstream acreage
- APLNG upstream acreage
- Production facility
- APLNG pipeline

Generation

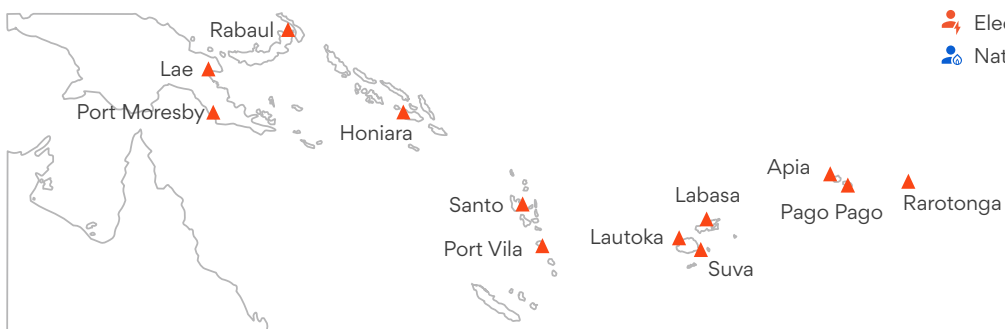
- Gas
- Pumped hydro
- Solar (contracted)
- Wind (contracted)
- Coal
- Wind (contracted, not complete)

LPG seaboard terminal

Electricity customer accounts

Natural gas customer accounts

Pacific countries LPG



Our supply chain



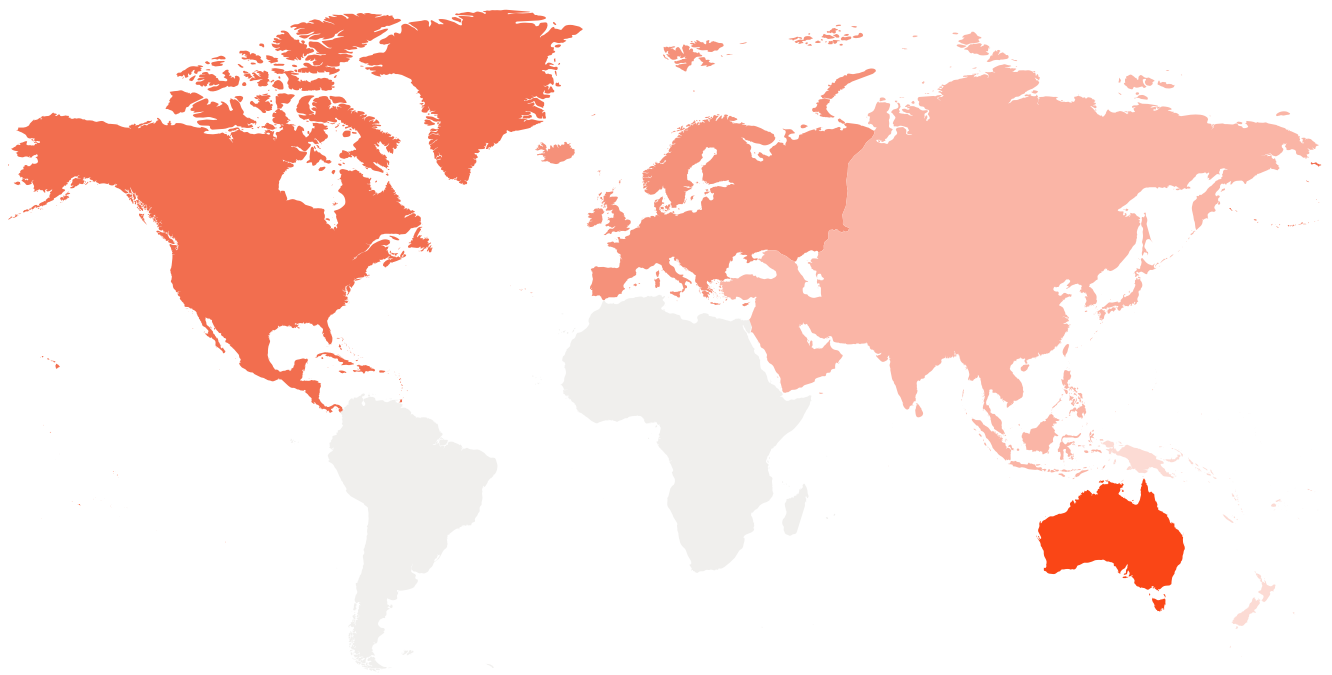
Our suppliers are our partners, they support our operations, including our generation assets, gas exploration and production assets, and LPG business. Our suppliers are critical to ensuring we deliver affordable and sustainable energy solutions to our customers.

Our supply chain is comprised of the procurement of goods and services, commodities and the transportation of energy.

At Origin, procurement is more than just the purchase of goods and services – it is an opportunity for us to have a positive impact across communities. This includes:

- supporting regional suppliers across Australia, and in the communities in which we operate;
- supporting Aboriginal and Torres Strait Islander-owned businesses;
- supporting small-medium enterprises; and
- ensuring that we procure responsibly, and from suppliers who share our values.

Whilst we have a global supply chain, 94 per cent⁴ of our direct spend is with organisations registered in Australia.



Number of suppliers by region

- Australia 3,440
- North America 106
- Europe 71
- Asia 47
- Oceania (excl Aust) 21

⁴ Supply chain spend is approximate annualised third party spend excluding taxes, government charges, joint venture, intercompany transfers and landowner compensation payments.

Our approach and commitments



Respecting human rights and addressing modern slavery

Origin recognises the applicability of the United Nations Guiding Principles to protect, respect and remedy business and human rights as well as the eight fundamental Conventions of the International Labour Organisation. This commitment to uphold fundamental human rights is reflected in our [Human Rights Policy](#) which was updated in FY2020.

As outlined in this policy, our activities will respect:

- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association, the right to collective bargaining the elimination of discrimination in respect of employment and occupation and the effective abolition of child labour);
- the ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples; and
- the UN Guiding Principles on Business and Human Rights.

The policy applies to our Directors, employees, contractors and visitors to our work sites. The policy reflects our commitment to respect human rights and address modern slavery by setting out that we:

- respect that all personnel have a right to fair pay and reasonable work conditions;
- respect the right of freedom of association with others;
- respect the right of freedom of movement; and
- reject any form of slavery in our operations and supply chain, including but not limited to forced, bonded, or child labour.

Additionally, our [Supplier Code](#) sets out our expectation that suppliers comply with all applicable laws and demonstrate their respect for, and protection of, the fundamental human and labour rights of workers. In relation to modern slavery, our Supplier Code requires that all workers have:

- freely chosen employment, with no deceptive recruiting practices, forced, bonded or involuntary labour;
- freedom from child labour, or harsh or inhumane treatment including torture, physical and psychological abuse, slavery, servitude, trafficking of persons or forced marriage; and
- freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and no requirement or pressure to surrender government issued identification, passports or work permits.

Our risk management process



Our four step methodology

Management of our human rights risks, including modern slavery, is underpinned by our Human Rights Policy and Risk Management Framework, with oversight from the Origin Board Risk Committee. For further information on our Risk Management Framework, refer to our FY2021 Operating and Financial Review.

In FY2021, we continued to apply our rigorous four step methodology to manage modern slavery risks in our operations and supply chain.

Four step methodology	
1.	Assess modern slavery risk factors for our operations and supply chain
2.	Prioritise focus areas within our operations and supply chain for further due diligence
3.	Take action to address the risks of modern slavery practices
4.	Review the effectiveness of our actions

This methodology is outlined below:

1. Assess modern slavery risk factors for our operations and supply chains

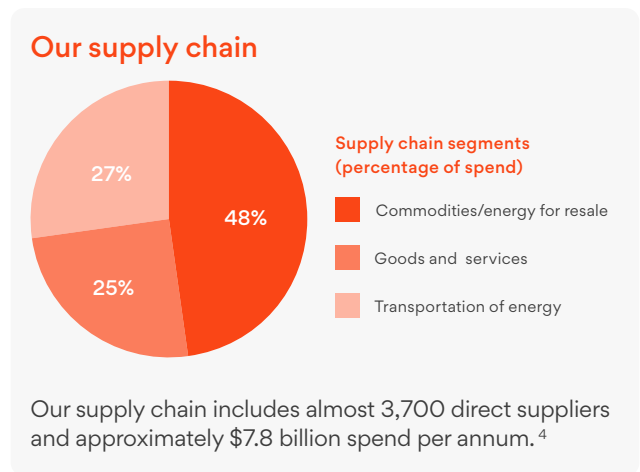
Origin understands that our operations and supply chain, could cause, contribute or be directly linked to modern slavery practices.⁵ For the purposes of this Statement and in accordance with the legislation, reference to our operations and supply chains includes:

Operations

- **Our direct operations of wholly/partly owned subsidiaries and philanthropic activities** – including the employees and contingent workers who operate our business and the employment conditions under which they work.
- **Funding relationships/equity stakes** – in start-up companies and new ventures.
- **Non-operated joint ventures** – where we are not directly making day-to-day operational decisions.

Supply Chain

- **Our suppliers of goods and services** – across a wide range of categories including, but not limited to, wellheads, drilling and power generation equipment, IT hardware, safety equipment, solar panels, home batteries, personal protective equipment/workwear, call centres, facilities maintenance and construction services.
- **Our suppliers of commodities/energy** – including coal, gas, LPG for resale, and renewable energy.
- **Transportation of energy/products to customers** – including shipping, pipelines, energy distribution and network fees.



We understand that multiple risk factors potentially influence the nature and extent of modern slavery practices, particularly when these factors intersect. We have used the following risk factors to inform our risk analysis with an example for each:

- **Country of operation** – the vast majority of our operations and direct suppliers are located in Australia. However, some of our wholly/partly owned subsidiaries and supplier manufacturing locations operate in countries associated with a higher risk of modern slavery practices.⁶
- **Category of supplier service** – we procure construction and facilities maintenance services which are industries with known domestic incidences of modern slavery.⁷
- **Resources used in goods** – we procure goods containing metals and minerals that may be sourced from regions known to be more exposed to risks of modern slavery practices.
- **Type of workforce** – contingent workers employed across parts of our operations or non-operated joint ventures, recognising base-skill workers can be at increased risk to modern slavery.

⁴ Supply chain spend is approximate annualised third party spend excluding taxes, government charges, joint venture, intercompany transfers and landowner compensation payments.

⁵ Cause, contribute or directly linked in this statement are as defined in the UN Guiding Principles for Business and Human Rights.

⁶ According to modern slavery related country vulnerability and risk indices, including the Global Slavery Index - [globalslaveryindex.org](https://www.globalslaveryindex.org). Geographic locations where we could be more highly exposed include, but are not limited to, Papua New Guinea, Fiji and Solomon Islands. Suppliers that manufacture in countries associated with a higher risk of modern slavery practices include, but are not limited to China, Saudi Arabia and Papua New Guinea.

⁷ According to <https://www.globalslaveryindex.org/2018/findings/country-studies/australia/>

2. Prioritise focus areas within our operations and supply chain for further due diligence

Our operations

We identified that our wholly/partly owned subsidiaries operating in Papua New Guinea, Fiji, Solomon Islands and Vanuatu have our highest potential exposure to modern slavery, within our operations.

We also recognise that while contingent workers represent only 10 per cent of our total workforce, these workers can face increased inherent risk to modern slavery type practices.

In FY2020 we prioritised these operations and in FY2021 we conducted further due diligence activities, as outlined in case studies on pages 13 and 14.

Our supply chain

To better understand our potential modern slavery exposure in our supply chain we assessed our third party spend⁸, vendor Self Assessment Questionnaire (SAQ) results and business conduct data. By applying the following principles to this assessment, a ranked list of supplier risk profile groupings has been identified and used to inform our Modern Slavery Maturity Plan actions for FY2021.

Our assessment principles include:

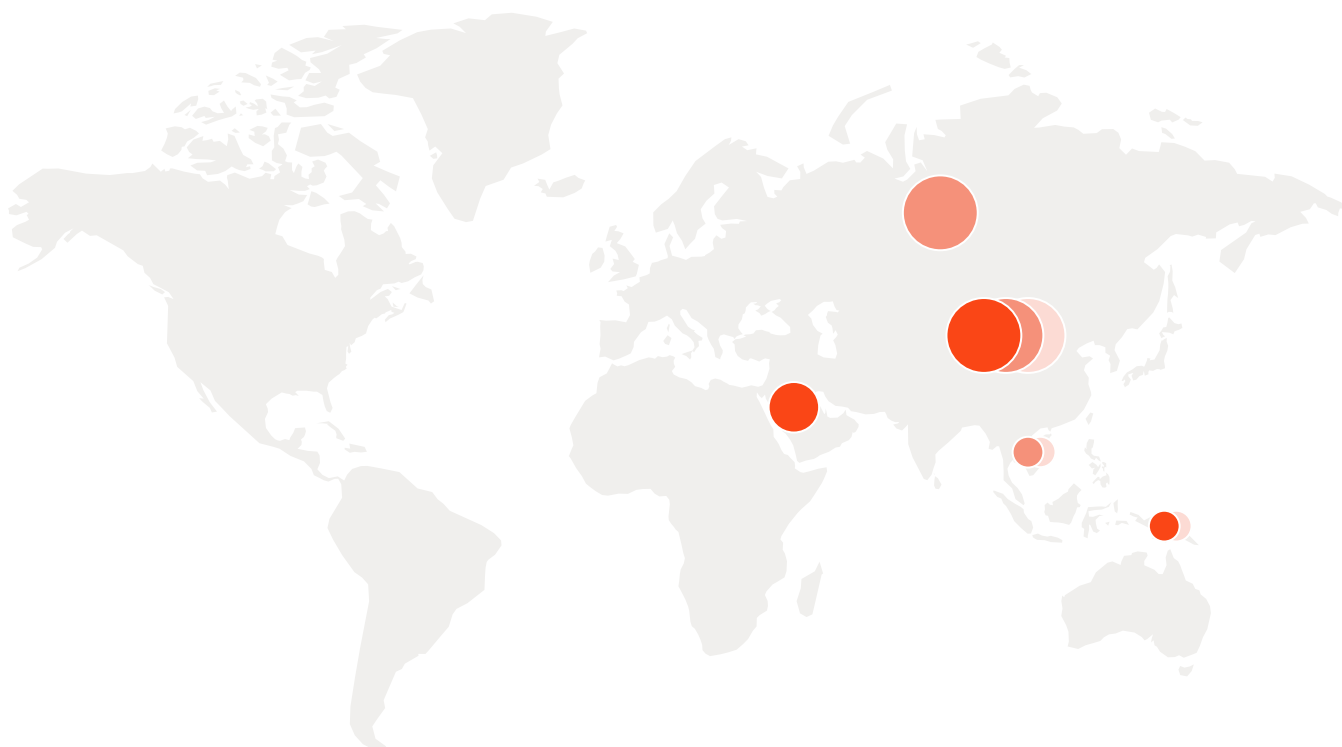
- **Contribute vs directly linked** – instances where Origin is at risk of contributing to modern slavery practices are prioritised over instances where Origin may be directly linked.
- **Direct vs extended supply chain** – risks that exist within Origin's suppliers where we have a direct commercial relationship are prioritised over relationships in the extended supply chain.
- **Location** – goods manufactured offshore in higher risk countries are prioritised over onshore manufacturing. Onshore services known to be higher risk for modern slavery are prioritised over offshore services.
- **Materiality** – high risk categories where the spend for the product/service is material to Origin.



⁸ Excluding taxes, royalties, land-owner compensation.

In applying our four step modern slavery risk management methodology we determined that we have five higher risk supplier profiles where modern slavery practices are more likely to occur.⁶ In FY2021 we conducted further analysis of our nearly 3,700 direct suppliers and identified 346 distinct suppliers of goods and services in one, or more, of these higher risk supplier profiles. These are outlined in the table below.

Supplier profile	Higher risk supplier profile	Number of suppliers ⁹	Key high risk countries	Key categories
Direct Manufacturing	Suppliers that manufacture goods in a country with higher risk of modern slavery practices	13	China, Papua New Guinea, Saudi Arabia	Drilling and exploration equipment, electrical equipment, mechanical equipment
Indirect Manufacturing	Suppliers that distribute goods likely to be manufactured in a country with higher risk of modern slavery practices	245	China, Russia, Vietnam	Information tech and telecom, energy devices, mechanical equipment
Onshore Services	Suppliers relying on or providing a service in a category known to have a higher risk of modern slavery practices in Australia	125	Australia	Construction services, facilities and site management (including cleaning, security and camp management)
Offshore Services	Suppliers that rely on or supply services based in a country with higher risk of modern slavery practices	15	China, Papua New Guinea, Vietnam	Professional services
Commodities	Suppliers that provide goods that contain one or more commodities known to be high-risk of modern slavery practices	98	China, Democratic Republic of Congo	Mechanical equipment, information tech and telecom, electrical equipment, energy devices, hire equipment and consumables



- **Direct manufacturing:** China, Papua New Guinea, Saudi Arabia
- **Indirect manufacturing:** China, Russia, Vietnam
- **Offshore services:** China, Papua New Guinea, Vietnam

⁶ According to modern slavery related country vulnerability and risk indices, including the Global Slavery Index - globalslaveryindex.org. Geographic locations where we could be more highly exposed include, but are not limited to, Papua New Guinea, Fiji and Solomon Islands. Suppliers that manufacture in countries associated with a higher risk of modern slavery practices include, but are not limited to China, Saudi Arabia and Papua New Guinea.

⁹ Some suppliers appear in multiple profiles, there are 346 distinct suppliers across the 5 profiles.

3. Take action to address the risks of modern slavery practices

Building our understanding and capabilities

We improved our understanding of, and capability to manage, modern slavery risks by:

- **Delivering our training strategy** – developed a targeted and tiered training strategy to upskill people across the business to identify, mitigate and remediate modern slavery, including:
 - embedding modern slavery and human rights fundamentals content in our all-of-Origin Code of Conduct training modules, compulsory for all Origin employees to have completed the training by the end of September 2021;
 - equipped more than 100 contract owners and procurement team members to identify risks and utilise improved due diligence processes;
 - upskilled more than 100 customer facing employees, with relationships with other reporting entities, to advise the steps we are taking to assess and address modern slavery; and
 - developed fundamental awareness training for our suppliers to understand the risks, where it is more likely to occur, who is most likely to be impacted and how we can work together to eliminate it.
- **Expanding our assessment** – performed a desktop review which determined that there was low risk of modern slavery type practices within the Origin Energy Foundation, a philanthropic organisation established by Origin in 2010, and its primary non-profit and registered charity partners.
- **Assessing our operations in high-risk countries** – commenced our review of human and labour rights protections within our LPG Pacific operations.
- **Understanding emerging exposure** – commissioned a review to consider our emerging exposure to higher risk commodities within the renewable energy market.

Case Study: Reviewing our contingent labour

Maintaining the focus that risk must be viewed through the lens of risk to people working in modern slavery type conditions, we undertook a review of the policies and practices of our largest provider of contingent labour.

This represents some 500 workers, or 10 per cent of our workforce, through FY2021. We assessed the effectiveness of their internal controls to manage labour rights within their operations and found their processes to be mature.

Case Study: Assessing our LPG Pacific operations

In FY2020 we recognised our most salient risk to modern slavery type practices within our direct operations was in our LPG Pacific sites. In FY2021 our internal audit group, with support from external specialists, conducted a review of our operations in Papua New Guinea and Vanuatu.

No significant issues were found, however we recognised an improvement opportunity to better align our core people related procedures to our Pacific operations.

Our ability to complete a review of the remaining sites in FY2021 was disrupted by COVID-19 but remains a priority for FY2022.

Improving our policies and processes

We targeted improvements in our existing policies and processes, as well as developing new practices:

- **Further enhanced supply chain due diligence processes** – in FY2020 we developed the Modern Slavery Risk Analysis (MSRA) Procedure, a three-stage procurement process to better equip procurement managers and contract owners to perform due diligence to identify, assess and address the risk of modern slavery practices within our supply chain.
- **Expanding Supplier Code coverage** – we inserted our Supplier Code in more than 130 wholesale counterparty commodity contracts and updated our purchase order terms to include our Supplier Code.
- **Designing our social (human and labour rights) social audit protocol** – we worked on the design protocols to integrate supplier audits into our existing modern slavery risk management toolkit. This will enable us to further assess suppliers where we have reason to believe that the standards outlined in our Supplier Code are not being met and take appropriate action.
- **Cementing fundamental labour rights protections** – we initiated an external maturity assessment of our 12 key people related directives and policies with a focus on human and labour related rights. While no significant gaps were detected, improvements were identified and will inform our FY2022 priorities.
- **Enhancing our grievance mechanisms** – in FY2020, in line with our Whistleblower Policy, we expanded the Origin ConcernLine, our independent grievance reporting mechanism, to specifically reference human rights related concerns. In FY2021 there were no reportable matters of human rights issues on our ConcernLine. To continue to mature our grievance mechanisms, we:
 - developed and documented a process within our Investigation Management Guide to ensure that all human rights and modern slavery issues raised are appropriately assessed and investigated; and
 - published our internal Human Rights Remediation Guide to provide guidance on the steps to follow should a case of an adverse human rights impact be identified.

Enhancing engagement with our suppliers

In FY2021 we integrated a number of tools to form our modern slavery risk management toolkit. We continued to apply these tools to gather further insight into our supply chain by:

- **Continuing the rollout of our SAQ** – requesting acknowledgement and acceptance of our Supplier Code. This has been progressively distributed to over 750 key suppliers by the end of FY2021, achieving >99 per cent acceptance rate. Our SAQ was also updated to capture risks higher risk commodities within the renewable energy market.
- **Expanding the application of our Supply Chain Traceability (SCT) Tool** – in FY2020 we piloted our SCT Tool to obtain visibility of the supply chain tiers in the manufacture of workwear for our field operations. In FY2021 we refined the SCT Tool, and expanded its application to 10 suppliers identified as having higher inherent risk.

Case Study: Developing our approach to remediation

We have developed and implemented a Human Rights Remediation Guide in line with Origin's Human Rights Policy to ensure we are prepared should we detect an adverse human rights impact.

The guide outlines how remedy may apply, the procedure for investigation of a concern and appropriate action that can be taken to provide or facilitate remedy in situations where we have caused, contributed or are directly linked to modern slavery and associated issues.

The guide was developed utilising both external guidance and the cross functional expertise of Origin's Modern Slavery Working Group. Through a process of scenario testing, the guide was improved and then launched in March 2021.

Our modern slavery risk management toolkit



Our modern slavery risk management toolkit is designed to assess the inherent risk of modern slavery type practices occurring within our supply chain. The toolkit is an integrated set of tools applied through four stages which provides a tiered framework for engaging with our suppliers to determine how well they are managing modern slavery risks in their operations and supply chain.

The toolkit enables us to identify and assess potential and existing suppliers who may be more exposed to modern slavery risk and guides our next steps.

1. Supplier Code shares and gains acceptance of baseline level expectations and obligations regarding the protection of human and labour rights. Incorporated into standard contracts and shared with more than 3,600 suppliers.

2. Modern Slavery Risk Analysis (MSRA) standardises assessment of suppliers' risk to modern slavery type practices. Pre and post contract award assurance through disclosures in supplier Self Assessment Questionnaire (SAQ) identifies corrective actions and appropriate mitigants.

3. Supply Chain Traceability (SCT Tool) provides transparency of who forms our extended supply chains to identify controlled and uncontrolled issues. Undertaken with 10 suppliers and identified 52 risk mitigation actions.

4. Partnership is a proactive engagement tool to collaborate with our suppliers for mutual improvement. Ongoing development with one strategic supplier.



Applying our Supply Chain Traceability Tool

Our highest priority suppliers were selected for Stage 3, our SCT Tool, of the modern slavery risk assessment management toolkit. This stage focuses on collaboration and understanding, rather than compliance, to build a more robust view of our extended supply chain.

We selected 10 suppliers from a broad cross-section of our business operations that met one, or more, of our top three higher risk supplier profiles listed on page 12.

Description of goods or services provided	Direct Manufacturing	Indirect Manufacturing	Onshore Services	Offshore Services	Commodities
Electrical and telecom equipment	✓	✓		✓	✓
Drilling & exploration equipment	✓	✓			✓
Mechanical equipment	✓	✓			
Mechanical equipment	✓				✓
Electrical equipment		✓			✓
Energy devices		✓			✓
Mechanical equipment		✓			
Electrical equipment		✓			
Mobile camp management			✓		
Fixed camp management			✓		

In applying the SCT Tool, we collaborated with these suppliers to:

- identify what controls they have in place;
- understand who forms our extended supply chains through these suppliers;
- gain a view of who supplies to these suppliers; and
- evaluate residual risk of modern slavery type practices from these suppliers.

Enhanced engagement with our suppliers is helping us to develop a deeper understanding of the modern slavery risks in our supply chain. We have also gained insight into the level of support suppliers may need in assessing their risk to modern slavery type practices as this depth of supply chain due diligence is a new concept to almost all suppliers with whom we have engaged to date.

The key findings across the 10 suppliers engaged include:

- the majority have suitable supplier selection and onboarding due diligence processes however human and labour rights are not considerations of audits in contract management processes, but are being developed and incorporated;
- they rely on disclosures from their suppliers to support human and labour rights protections but are not currently validating these controls;
- they have strong relationships with their suppliers but do not have sufficient transparency and visibility of who forms their extended supply chains; and
- our relationships are often with the Australian based arms of large multinationals. The international suppliers typically have more mature processes and controls that are shared and centrally managed. Willingness to share these processes and controls with us varied between suppliers.

Case Study – Supporting our suppliers to address modern slavery



Our focus on local, regional and Indigenous owned businesses in Australia means that we engage a diverse range of suppliers to operate our business. This year we worked with a key tier 1 supplier of camps and catering services in regional and remote Queensland for our Integrated Gas business.

Working with local suppliers on the ground aligns to our purpose of getting energy right in the communities in which we operate and as a further benefit, our supplier also focusses on buying locally from small-to-medium enterprises.

Our tier 1 supplier is not a reporting entity as defined by the legislation but demonstrated a strong commitment to build their capability and improve their policies and processes. From this relationship, we learnt that:

- some human and labour rights protections are captured in internal policies and procedures but they did not have their own modern slavery policy, supplier code or grievance mechanisms;
- they have strong working relationships with their suppliers but did not have visibility of their extended supply chain (tier 2 and beyond);

- some of their direct suppliers are also direct suppliers to Origin; and
- they conducted health and safety related assessments but did not assess compliance to labour rights.

On uncovering these insights, we were able to assist the supplier by:

- upskilling them to better understand the risks of modern slavery and how to identify it;
- conducting maturity assessments of their current policies;
- working face-to-face to assure the operations and supply chain controls with four tier 2 suppliers of varying sizes;
- building capability to assess and address modern slavery within their extended supply chains; and
- supporting them to develop their own modern slavery policy, supplier code and grievance mechanisms.



4. Review the effectiveness of our actions

During FY2021, we performed the following activities to assess the effectiveness of our processes in addressing the risks of modern slavery in our supply chain:

- **We adapted our cross-functional Modern Slavery Working Group** to the needs of our FY2021 plan, drawing additional insight and expertise from across the Origin business units. Their work continues to be reported to, and monitored by, Origin's Executive Leadership Team.
- **The working group conducted a self-assessment** of its effectiveness considering its representativeness, accountability, delivery and alignment to its vision.
- **We commissioned an external review** of our Modern Slavery Maturity Plan to validate that our activities continue to be aligned with the requirements of the *Modern Slavery Act 2018* (Cth) and evolving industry practices. In accordance with our Risk Management Framework, the findings were presented to our HSE Executive Risk Committee in March 2021. The review identified no significant gaps, with improvement opportunities incorporated into our FY2022 plan.

- **We joined the Western Australian Modern Slavery Collaborative (WAMSc)** a group of leading Australian energy and resources companies who meet regularly to share insights and learnings relating to the efforts to address modern slavery.

In addition to the above, we regularly review and assess the effectiveness of our policies, codes, standards and procedures as part of our Risk Management Framework.

Our assessments to date have not identified any known modern slavery practices in our operations or supply chain, however, we recognise this is an ongoing process and continue to review.



Our consultation and approval process



Our consultation process in delivering the actions within this Statement was managed through four key mechanisms:

- **Our Modern Slavery Working Group:** Origin corporate functions provide oversight and support across our 10 Reporting Entities within the group (as outlined in Appendix A). Our Modern Slavery Working Group includes representatives with accountability across this group to enable appropriate consultation between group entities and delivery of activities. Representation is reviewed annually and is tiered based on the areas more highly exposed to risks of modern slavery practices.
- **Our largest Joint Venture:** Origin representatives regularly collaborate with representatives from Australian Pacific LNG to build understanding and capability and enable alignment of the Statements published across joint venture parties.
- **Our Executive Leadership Team:** Endorses our Modern Slavery Maturity Plan and monitoring of delivery and outcomes.
- **Our Executive HSE Committee:** Reviews and has oversight of the internal audit outcomes and proposed improvement actions.

Our Executive Leadership Team has also been involved in the approval process of the compilation of this Statement and the Statement for approval by the Board. The Statement was approved by the Board on 15 September 2021 and is signed by the Chief Executive Officer.

Looking ahead



We acknowledge that eradicating modern slavery requires ongoing dedication. Delivering on this undertaking will take a concerted effort by Origin, our suppliers, peers, and through cross-industry collaborations.

Moving forward into FY2022 and beyond we will continue to progress on the three focus streams of activity contained in our Modern Slavery Management Plan as outlined below:

1. Building our understanding and capabilities

- All Origin employees will complete our new Origin Code of Conduct training (including human rights module) launched in July 2021;
- Continue to build the capability and competency of our Procurement and Contract Management teams to identify, assess and address modern slavery risks in their dealings with our suppliers; and
- Ongoing engagement with our LPG Pacific assets operating in inherently high risk countries to ensure adequate controls are in place.

2. Improving our policies and processes

- Continue to embed and apply our Modern Slavery Risk Management toolkit and test our effectiveness;
- Improve our due diligence process with our shipping counter parties; and
- Monitor our exposure to emerging risks by reviewing the indicators that drive our risk management methodology.

3. Enhancing engagement with our suppliers and partners

- Provide a capability development resource hub to small business suppliers in need of additional support to meet Origin's requirements;
- Conduct further targeted assurance of high risk suppliers and follow through on improvement actions identified through supplier assurance activities; and
- Gather learnings and insights with the Western Australian Modern Slavery Collaborative (WAMSc).

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**We are committed
to being the energy
company where all
good change starts**

Frank Calabria
Chief Executive Officer

Appendix A: Reporting entities covered by this statement

This Modern Slavery Statement covers the activities, operations and extended supply chains of Origin Energy Limited ABN 30 000 051 696 for the period 1 July 2020 to 30 June 2021 (FY2021). Refer to our Annual Report and Sustainability Report for further details including our list of controlled entities. Reporting entities classified under the definition of the *Commonwealth Modern Slavery Act 2018* are listed below.

Relevant entities with revenue >\$100m:

Entity	Registration
Origin Energy Holdings Pty Ltd	ABN 30 004 132 423
Origin Energy LPG Ltd	ABN 77 000 508 369
Origin Energy Retail Ltd	ABN 22 078 868 425
Origin Energy (Vic) Pty Ltd	ABN 11 086 013 283
Origin Energy Electricity Ltd	ABN 33 071 052 287
Origin Energy LNG Portfolio Pty Ltd	ABN 88 610 626 750
Origin Energy Power Ltd	ABN 93 008 289 398
Origin Energy Eraring Pty Ltd	ABN 31 357 688 069
Sun Retail Pty Ltd	ABN 97 078 848 549
OE JV Co Pty Ltd	ABN 38 095 483 195

Appendix B: Addressing the mandatory reporting criteria

Australian Modern Slavery Act mandatory reporting criterion	Reference in this statement
Identify the reporting entity	Reporting entities covered by this statement Pages 5-7
Describe the reporting entity's structure, operations and supply chains	Our structure and operations Pages 7-8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Assess modern slavery risk factors for our operations and supply chains Pages 10-18
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address risks, including due diligence and remediation processes	Take action to address the risks of modern slavery practices Pages 10-18
Describe how the reporting entity assesses the effectiveness of such actions	Review the effectiveness of our actions Page 18
Describe the process of consultation with any entities the reporting entity owns or controls; and, for a reporting entity covered by a joint statement, the entity giving the statement	Consultation and approval process Page 19
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Reporting entities covered by this statement Page 21

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Further information about Origin's
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