



MODERN SLAVERY STATEMENT

2023

Safety is always our number one priority

snowyhydro

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Introduction

This Modern Slavery Statement is made by Snowy Hydro Limited (ACN 090 574 431) for the financial year ending 30 June 2023 (**Reporting Entity**). References in this Statement to “**Snowy Hydro**”, “**we**”, “**our**” refers to the Reporting Entity and its wholly owned subsidiaries unless stated otherwise.

Snowy Hydro's purpose is to “deliver Australia's renewable future”. This reflects the leading role that Snowy Hydro is playing in underpinning the reliability and stability of east coast Australia's electricity system as it undergoes a clean energy transformation, from predominantly coal fired generation to renewable forms of generation.

Our Values are the heart of who we are at Snowy Hydro. Our corporate Values of Safety, Decency, Ownership, Agility, Courage and Teamwork underpin our success and guide our behaviour, choices, decisions and interactions with each other, our customers, contractors and communities.



Safety

Safety is always our number one priority



Teamwork

We help each other succeed through support and trust



Ownership

We take pride in our work and own our choices



Agility

We are adaptable and embrace change



Decency

We treat others the way we'd like to be treated



Courage

We speak up and act for what's important

This Statement provides an overview of our structure, operations, supply chains, the risks of modern slavery therein and the measures we continue to take in order to manage those risks.



Our structure, operations and supply chains

Our Structure

Snowy Hydro is a public Australian company incorporated under the *Corporations Act 2001* (Cth), wholly owned by the Commonwealth, and is a Commonwealth Company and Government Business Enterprise subject to the *Public Governance, Performance and Accountability Act 2013* (Cth). The Shareholder Ministers are Senator The Hon Katy Gallagher, Minister for Finance and The Hon Chris Bowen MP, Minister Climate Change and Energy.

Snowy Hydro Limited is the ultimate holding company of the group and it wholly owns the following subsidiaries:

Name of Entity	Country of Incorporation	% Ownership	
		2023	2022
Parent Entity			
Snowy Hydro Limited (b)	Australia	-	-
Controlled Entities			
Snowy Hydro Trading Pty Ltd (c)	Australia	100	100
Red Energy Pty Ltd (a) (c)	Australia	100	100
Latrobe Valley BV (c)	Netherlands	100	100
Valley Power Pty Ltd (c)	Australia	100	100
Contact Peaker Australia Pty Ltd (c)	Australia	100	100
Lumo Energy Australia Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (NSW) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (Old) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (SA) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy Telecommunications Pty Ltd (a) (c)	Australia	100	100
Lumo Generation NSW Pty Ltd (a) (c)	Australia	100	100
Lumo Generation SA Pty Ltd (a) (c)	Australia	100	100
Emagy Pty Ltd (a) (c)	Australia	100	100
TFI Partners Pty Ltd (a) (c)	Australia	100	100
Direct Connect Australia Pty Ltd (a) (c)	Australia	100	100
Connection Media Pty Ltd (a) (c)	Australia	100	100

(a) Entities which have entered into a deed of cross guarantee with Snowy Hydro pursuant to ASIC Class Order 2016/785 and are relieved from the requirement to prepare and lodge audited financial reports.

(b) Snowy Hydro Limited is the head entity within the tax consolidated group.

(c) These companies are members of the tax consolidated group.

The **Statement of Expectations** issued by the Shareholder Ministers states that the objectives of the Company are to develop, operate and maintain the Snowy Mountains Hydroelectric Scheme; own and operate other facilities for the generation of electricity; and participate in wholesale and retail markets for the sale and purchase of electricity and gas and markets for related contracts and services.¹

Snowy Hydro is a producer, trader and retailer of energy in the National Energy Market (**NEM**) and a leading provider of risk management financial hedge contracts. In addition, Snowy Hydro is a water manager, operating under a stringent water licence. We capture, store, divert and release water for the use of irrigators, town water supplies and the environment.

Snowy Hydro has two wholly owned energy retail businesses, Red Energy Pty Limited and Lumo Energy Australia Pty Ltd. Snowy Hydro also has a wholly owned moving services company, Direct Connect Australia Pty Ltd.

Our Operations

Snowy Hydro has more than 5500 megawatts of generating capacity across New South Wales, Victoria and South Australia including the iconic Snowy Mountains Hydro-electric Scheme, the Valley Power gas-fired power station, the Laverton North gas-fired power station in Victoria; the gas-fired power station at Colongra in New South Wales and diesel generation at Port Stanvac and Angaston in South Australia. Since 2017, Snowy Hydro has entered into energy purchase agreements with solar and wind generators.

Snowy 2.0

Snowy 2.0 is a critically important, pumped-hydro expansion of the Snowy Scheme that will underpin Australia's transition to a renewable energy future. Snowy 2.0 will link two existing Snowy Scheme reservoirs, Tantangara and Talbingo, and its new power station with six pump-turbines will be located about 800m underground. Water in the top storage will be released for energy generation at times of peak demand and pumped back at times when there is excess renewable energy in the grid, so Snowy 2.0 is ready to meet demand when needed.

Future Generation is a joint venture created specifically to build Snowy 2.0 on behalf of Snowy Hydro Limited. The current joint venture partners are Italy's Webuild (formerly Salini Impregilo) and US-based Lane Construction.

Snowy 2.0 construction is approximately 40% complete, with a workforce of 2,700 and solid progress being achieved. Milestones achieved include the completion of excavation of both the main access and emergency cable and ventilation tunnels. Tunnel boring machine (**TBM**) Lady Eileen Hudson was disassembled after completing the main access tunnel and reassembled with some new components before being relaunched to excavate the 6km tailrace tunnel. Work on the underground power station is underway and multiple cross passages and construction tunnels are also being excavated by drill and blast. Excavation at the Talbingo intake is well advanced with 50% completed, while stage 1 earthworks at the Tantangara intake are finished.

Manufacturing of the six pump turbines has commenced, while the first major mechanical components have been shipped and will shortly be transported to site.

Hunter Power Project

Snowy Hydro is currently developing a 600-megawatt capacity power station at Kurri Kurri in the Hunter Region. The power station will comprise two hydrogen-ready heavy-duty, open cycle gas turbines. The new plant will provide necessary dispatchable 'firmed' energy, ensuring security and stability to support volatility that arises from intermittent renewables. The project aims to maximise opportunities for local employment and local suppliers.

Retail businesses

Snowy Hydro is the fourth-largest retailer in the National Electricity Market (**NEM**) through two award-winning retail energy companies - Red Energy and Lumo Energy. We bring competitive tension to the NEM which helps achieve the best price outcomes for consumers. Our retail businesses have more than 1.27 million customer accounts in the NEM including households, Small to Medium Enterprises and Commercial and Industrial customers across Victoria, New South Wales, the Australian Capital Territory, South Australia and Queensland. Snowy Hydro also owns Direct Connect, one of Australia's largest moving services companies, moving renters and home owners across the country.



Our workforce²

Snowy Hydro employs 1,956 people, with 92.5% of them working on an ongoing basis. 90.3% are full time employees and 9.7% work part time. 42.5% are female, 57.4% are male and 0.1% are non-binary, intersex or unspecified. Just under half of our permanent workforce are employed under enterprise agreements and the balance are employed under individual agreements. During the reporting period, we did not employ people under the age of 18 years of age.

Most of our people are based in Victoria (57.5%) and NSW (38.9%). 2.4% are based in South Australia and 1.2% in other states. 33.7% of employees are based in the Snowy Mountains and other regional locations across NSW, SA and Victoria, with the remaining 66.3% in Melbourne, Sydney and other cities. Our retail business has a small office in New Zealand.

Our people have skills ranging from engineering to trades, commercial, legal, human resources and customer service. Additionally, up to 10% of Snowy Hydro's workforce are employed in training and development programs, comprising of apprenticeships, traineeships, cadetships and a graduate program. It is a core part of our talent program to skill the next generation.

² This description includes the workforce of our subsidiary companies.



Our supply chain

The majority of Snowy Hydro's supply chain for its existing generation assets and retail business is domiciled within Australia.

In FY2023, Snowy Hydro directly engaged more than 3,000 suppliers. Over 90% of our direct suppliers are based in Australia, with a small number of suppliers located in the United States, New Zealand, EU, UK, Singapore and India. However, the suppliers based in Australia, particularly original equipment manufacturers (OEMs) are likely to operate or source from

overseas locations. Key overseas suppliers by FY23 spend include a Japanese headquartered manufacturer of technology products, a Mumbai based contact centre supporting the Lumo brand of our retail business, Swiss manufacturer of busbar systems, a New Zealand digital agency and an Italian Isolated Phase Bus Duct (IPB) systems.

Our direct procurement categories include the following types of goods and services that support our operations, projects and our retail business:



Office operations	Projects	Retail businesses
Professional services, banking and finance, insurance, recruitment services		
ICT hardware and software, cloud services and telecommunications		
Engineering services, commercial contracting, construction management and building consultancy services and infrastructure consulting		Air travel
Oil and gas, fuels, including biomass fuels and diesel		Contact centre service provider
Pumps and motors, diesel engines, power generation equipment, and related parts, custom-designing, manufacturing and servicing process plant, turbine components		Commercial leases and property management, utilities, cleaning services, office furniture, removalists
Hospitality and accommodation services, food and beverage, air travel		
Civil earthworks, electrical works, equipment & plant hire		
Labour hire		
Freight and logistics, waste haulage and disposal		
Vehicles and fleet management	Utilities, cleaning services	
Corporate merchandise, office consumables, uniforms, print management		
Commercial leases and property management, utilities, cleaning services, office furniture		

The Future Generation Joint Venture (FGJV) manages the supply chain of the Snowy 2.0 project. Voith Hydro, a world leader in hydropower engineering and equipment supply provides the FGJV with the latest hydro-generation technology in the Snowy 2.0 power station, including its six pump-turbines.

Governance

Corporate governance at Snowy Hydro is led by an independent, experienced, skills-based Board. The Board is principally responsible for strategic oversight and review of the principal risks facing Snowy Hydro, including ensuring that appropriate standards of accountability, risk management and corporate governance are in place for all companies within the group. The Board maintains, and requires that Snowy Hydro management maintains, the highest level of corporate ethics.

The Board is supported by dedicated Committees which assist the Board in discharging their governance responsibilities. The Audit and Compliance Committee assists the Board through its oversight and review of financial reporting, financial management, frameworks for risk management, compliance and corporate management, and auditor independence and performance. The Audit and Compliance Committee oversees the adequacy of the systems in place to identify and manage material risks.

Risks of modern slavery in our operations and supply chains

Operations

Snowy Hydro's operations are located almost entirely in Australia, with our retail business having a small office in New Zealand. Both countries are considered to have a lower prevalence of, and vulnerability to, modern slavery, according to the Global Slavery Index. The lower jurisdiction risk mitigates the risks of modern slavery in our operations to some extent, but we recognise that modern slavery occurs in all countries around the world, even those with lower risk.

Our direct employees are predominately:

- skilled professionals;
- those working in commercial premises in an office environment; or
- skilled trades who perform project-related roles such as maintenance.

The majority of the base-skilled workers on our project construction sites are workers that form part of our supply chain, including via Future Generation, as opposed to our operations. We have described these risks in further detail in the next section on the risks in our supply chain.

In considering our connection to modern slavery via the continuum described in the UN Guiding Principles on Business and Human Rights (**UNGPs**), there is a low risk that our operations have caused, contributed or been directly linked to adverse human rights impacts.

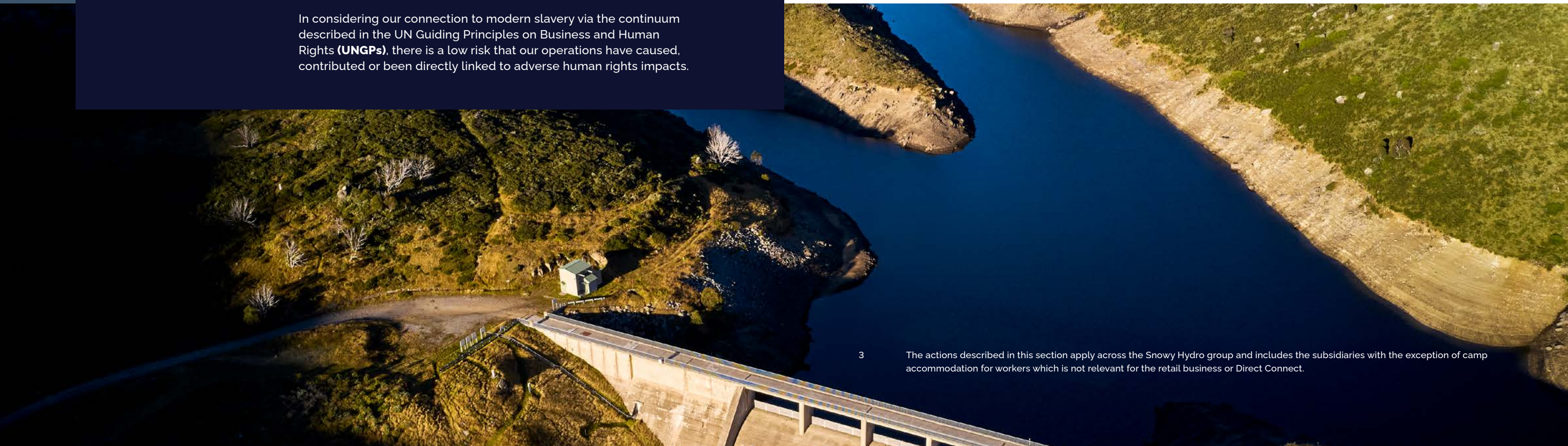
Supply Chains

Similarly, we applied the continuum in the UNGPs to our procurement of goods and services and consider there to be a low risk that we have caused or contributed to adverse human rights impacts via our supply chain. Our assessment was primarily based upon the industry of our suppliers, in conjunction with supplier due diligence activities described below under the heading "Actions to assess and address modern slavery risk in our operations and supply chains".

We have not identified a circumstance where we cause or contribute to modern slavery. However, there are risks that have been linked to adverse human rights impacts beyond the first or second tier of our supply chain (meaning the suppliers to our suppliers and so forth). The worst forms of child labour, forced labour, debt bondage and human trafficking are salient risks in the extraction and processing of raw materials that are inherent in many of the types of vehicles and machinery, technology products and construction materials we procure to support our principal activities and our office operations. It also exists in the logistics services that transport products to us. Like all businesses, there is an inherent risk of modern slavery in our IT and telecommunications hardware, cleaning services providers, merchandise, catering and hospitality, PPE and uniforms. See the next section on the measures we have taken to assess and address these risks via our supply chain due diligence activities.

As set out in our supply chain description, many of the entities we procure from are based in countries with a lower prevalence of modern slavery but it is likely they:

- have operating facilities in higher risk countries where the cost of labour is lower and industrial relations laws and regulations are not as strict or enforced; and
- have long and complex supply chains which presents many risk factors for modern slavery.



There are also heightened risks of modern slavery in the labour hire industry, even in low-risk countries like Australia, where opaque subcontracting arrangements can result in worker exploitation, particularly for those on temporary visas. In this context, some foreign workers may have their passports seized by their recruiter until a 'debt' covering their expenses is paid off, resulting in what is known as debt bondage.

As Future Generation procures goods and services in the delivery of the Snowy 2.0 project on behalf of Snowy Hydro, Future Generation's supply chains form an important part of our supply chain. Future Generation's activities involve construction work, an industry considered to have a higher inherent risk of modern slavery, both in its operations and supply chains (e.g., construction materials). Future Generation's joint venture partners are contractually obliged to develop and maintain policies and procedures to mitigate the risks of modern slavery. Future Generation implements its own procurement management plan that includes a supplier qualification process where modern slavery risks are assessed.

The Lumo contact centre supporting the retail business is located in India. There have been reports in the past linking some contact centres in countries like India as a continuation of the traditional forms of labour exploitation, where workers have limited labour rights, job security and are placed under constant surveillance.

The contractor operating the Lumo contact centre is a global company. It reports that it has measures in place to mitigate, prevent and address modern slavery risks in their operations and supply chains. Its reported measures to manage this risk include:

- Operating a fully transparent recruitment policy and process;
- Conducting robust document checks before the commencement of employment
- Incorporating anti-slavery and human trafficking obligations into contractual agreements with new suppliers on a risk assessed basis⁴

During the reporting period, there were media reports regarding the Lumo contact centre company's operations in a South American country where attempts by workers to unionise were blocked. As a result, the government sought to investigate the alleged violations of labour standards. Snowy Hydro will work with Lumo to seek information from the Lumo contact centre operator in India as to whether their workers have the freedom to join unions.

Actions to assess and address modern slavery risk in our⁵ operations and supply chains

Measures in our operations

During the reporting period, Snowy Hydro continued to implement the following measures to mitigate the risks of modern slavery in our direct workforce:

- Prospective candidates are assessed for working rights in Australia as part of the background checking process.
- Workers have employment contracts in writing that set out how salaries are paid and each worker is paid their salaries to their nominated bank account via an electronic payroll system.
- All workers have the freedom of association and the right to collective bargaining.
- The grievance mechanism set out in the Whistleblower Policy is available to all employees.
- Employees are paid a competitive salary in line with market rates, in excess of the minimum wage.
- We comply with all applicable workplace relations and safety laws and regulations.
- The People & Culture team conduct regular formal reviews to ensure that all employees are:
 - o able to work in a safe manner, with an appropriate amount of work, and with supporting arrangements in place to ensure the employee wellbeing is prioritised
 - o being paid their due entitlements under all industrial instruments and contractual requirements

As mentioned earlier in this Statement, camp accommodation is provided to workers on Snowy Hydro sites, including workers employed by Future Generation and also Snowy Hydro employees. Future Generation's contractor Sodexo runs camp accommodation for those who temporarily live on site at the following four locations:

- Approximately 1,800 beds available
- More than 1,100 beds at Lobs Hole
- 168 beds at Marica
- 374 beds Tantangara
- 126 at Joule Ridge in Cooma

Each worker at camp accommodation receives their own bedroom with an ensuite. All meals are provided. Workers have access to laundry and recreational facilities. This [video clip](#) provides an overview of camp accommodation at Lobs Hole. Sodexo is a French company that reports pursuant to the French Corporate Duty of Vigilance Law 2017.

Modern Slavery Management Framework

Our previous modern slavery statement outlined our Modern Slavery Management Framework (**Framework**). This Framework continued to be applied during the FY23 reporting period. Our approach focusses on the following attributes:

- Geographies - Where a product is manufactured or processed, or where service delivery occurs.
- Product and service categories - The sectors from which we procure goods and services.
- Vulnerable populations - For example, migrant workers and base-skilled workers.
- Work practices - For example, third party labour arrangements.
- Company-specific - The practices of individual suppliers.

Snowy Hydro considers country and industry risk indicators provided by the Global Slavery Index, the International Labour Organisation and other organisations to inform the assessment of risk. The Framework sets out:

- The prequalification process
- Ongoing supplier management
- Standard contract provisions
- Training
- Assurance
- Modern slavery assessment guidelines
- Case studies
- Roles and responsibilities matrix

The Snowy Hydro Group Companies' contractors in higher risk industries

In FY2023, Snowy Hydro continued to conduct modern slavery active management for select suppliers in higher inherent risk industries. For our cleaning and catering suppliers, six-monthly reviews were conducted to review the contracted rates of pay against relevant industrial award rates, and the ongoing effectiveness of their supply chain assurance measures.

Labour hire

Labour hire agencies that provide workers to our sites undergo the same supply chain due diligence processes as our other suppliers. Contract workers under our direct supervision are covered by our policies and procedures, including those engaged by labour hire agencies. All workers have access to our grievance mechanisms as explained in further detail below.

Future Generation

As described in our 2022 Modern Slavery Statement, Future Generation's appointment included contractual obligations to comply with all modern slavery laws, to not engage in modern slavery and to develop and maintain effective policies and procedures to manage modern slavery risks. These obligations are ongoing. During 2023-2024, we will undertake a deeper dive in relation to Future Generation's compliance with these obligations.

Supplier Due Diligence

Supplier due diligence is conducted via Gatekeeper, our third-party management platform, under an overarching Supplier Prequalification Procedure. All suppliers that undergo the prequalification procedure are asked modern slavery questions and provided background information on the topic.

In January 2019, the Modern Slavery Act 2018 commenced, introducing annual statutory reporting requirements for larger companies operating in Australia. In order to comply with the Act, Snowy Hydro carries out supplier assessments, where appropriate, to identify any modern slavery risks and ensure there are sufficient measures in place to mitigate and manage those risks. As part of this assessment, you will be required to answer questions about your modern slavery management processes and provide supporting documentation. A member of the Snowy Hydro Procurement team will be in contact with your representative if we require further information.

The standard set of questions include:

- Whether they are supplying goods manufactured in countries with an inherent risk of modern slavery
- Whether they carry out risk assessments of their operations and supply chains to comply with all legal requirements
- Whether there have been any instances or concerns of forced labour, slavery, human trafficking or human rights violations related to their business.

Suppliers with a higher modern slavery risk profile based on the responses to the above questions undergo a modern slavery assessment as part of the prequalification process. As part of this process, suppliers are asked to:

- describe the processes they have in place to mitigate the risks of modern slavery.
- explain how they ensure that all personnel working on our sites are paid appropriately for hours worked and are not working in dangerous or exploitative working conditions.
- provide the locations of their operations.
- disclose any instances or concerns of forced labour, slavery, human trafficking or human rights violations relating to their business.
- disclose any allegations of modern slavery made against their company.
- provide any relevant documentation that demonstrates how they minimise the risks of modern slavery.
- Snowy Hydro engages suppliers where we are satisfied that they are appropriately managing modern slavery risks.

Supplier contracts and Supplier Code of Conduct

Modern slavery clauses continued to form part of our standard form contracts for use with suppliers during the reporting period. This requires suppliers to protect the health and safety of all persons and not engage in modern slavery.

We continue to convey our expectations to suppliers through our Supplier Code of Conduct which is published on the websites of the Snowy Hydro Group companies and sets out the minimum standards that Snowy Hydro requires of its suppliers in respect of legal compliance, ethical business, risk management, human rights and social sustainability and governance.

Approach to remediation

Where Snowy Hydro is found to have caused or contributed to adverse human rights impacts, including modern slavery, we would remediate the impacts in accordance with the UN Guiding Principles on Business and Human Rights. Where we are found to be directly linked to the impact, we would seek to prevent and mitigate the impact.

Grievance mechanism

Snowy Hydro's Whistleblower Policy⁶ is published on our website and provides a mechanism to raise concerns regarding actual, unethical, unlawful or undesirable conduct, including modern slavery, without fear of reprisal and with the support and protections for disclosers.

Employees, contractors and their family members are able to report grievances or issues anonymously via StopLine, an independent service provider engaged to accept confidential reports. Details of the online portal, phone numbers and addresses are shown below:

- Online via the portal <https://snowyhydro.stoplinereport.com/>;
- Email to snowyhydro@stopline.com.au; or
- Phone available 24/7 at the free call number 1300 304 550 (within Australia) or
- +61 3 9811 3275 (from overseas) with reverse charges available.
- Post to Attention: Snowy Hydro, c/o StopLine, PO Box 403, Diamond Creek, VIC, 3089, Australia.

Reports are thoroughly assessed and investigated, as appropriate, in accordance with the procedure outlined in the Whistleblower Policy. Information on the policy is posted on noticeboards at sites and included in relevant induction and training sessions.

How we assess the effectiveness of our actions

Our modern slavery program and reporting is supervised by our Board and managed day-to-day by our modern slavery cross functional group. Each year, the Board approves goals for the following year (see below), which in turn assist us to develop actions for delivery of those goals, as well as our ongoing programs to manage this risk.

Snowy Hydro measures the effectiveness of our actions to assess and address modern slavery risks by tracking against these goals. In our last statement, we included the following goals for 2023 and we have outlined below our progress and goals for 2024. Our cross-functional group will monitor our progress of the goals during the year and report on progress to the Board:

Goal for 2023	Progress	Goal for 2024
Deepening our close partnerships with our equipment suppliers and construction contractors on the Snowy 2.0 and Hunter Power projects to obtain assurance of the effectiveness of their processes to address modern slavery.	Ongoing	We will continue our engagement with key suppliers and contractors with a view to validating their compliance with our Supplier Code of Conduct.
Progressing the delivery of training to continue to develop the knowledge and skills of functional leads and on-site personnel to identify modern slavery risks and escalate appropriately.	To be progressed in 2023-2024	We will work to finalise and roll out training during 2024.
Ensuring representatives across all business functions are involved in the continuous review of our Modern Slavery Framework.	Complete	Our cross-functional group will continue to meet and develop measures to improve the Framework. We will review the modern slavery clause and align it with best practice.
Continuing the assurance activities at key manufacturing locations on the Snowy 2.0 and Hunter Power projects.	Ongoing	The assurance activities will be further developed and undertaken with a modern slavery lens during the reporting period.
Refining the management of suppliers with a higher modern slavery risk.	Ongoing	We will introduce improvements to Gatekeeper to increase the effectiveness of the questions and develop guidance to support those reviewing the responses and determining next steps. Snowy Hydro will work with Lumo to seek information from the Lumo contact centre operator in India as to whether their workers have the freedom to join unions. We will liaise directly with Future Generation in relation to its modern slavery framework and activities and undertake an assurance program to assess its compliance with its modern slavery obligations.



Process of consultation and statement approval

A cross-functional group consisting of management representatives on behalf of each operating company within Snowy Hydro oversees the implementation of our modern slavery actions. This Statement was prepared in consultation with this cross-functional group and was reviewed by the Executive Committee and the Audit and Compliance Committee.

This Statement has been approved by the Board of Snowy Hydro Limited, the principal governing body, on 14 December 2023 and signed by a responsible member of the principal governing body.

Dennis Barnes
Managing Director and CEO
14 December 2023

Statement Annexure – Reporting Criteria

Reporting Criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains.	6 - 11
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	12 - 14
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	15 - 18
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	20 - 21
6. Describe the process of consultation with any entities the reporting entity owns or controls.	22

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