



Supplier Code of Conduct

Western Power's vision is to deliver on the changing electricity needs of Western Australians, powered by community trust and the passion of our people.

Central to the vision is trust, which is built on the values of ethical, responsible and professional behaviours.

We are committed to sustainable, ethical and socially responsible procurement. We hold ourselves accountable to the highest industry standards, acting in accordance with our Procurement Policy, Code of Conduct, supporting standards and frameworks.

We expect the same high standards of our suppliers.

We are committed to working with our suppliers to identify best practice, improvement opportunities and drive mutually beneficial value.

We view our suppliers as partners and this Supplier Code of Conduct (Code) sets out our minimum expectations of your company and your supply chains in providing goods and services to our organisation and the broader Western Australian community.



We put safety first

We put safety first by respecting and taking care of each other and our community. We choose safety – if it's not safe we don't do it. We believe that everyone who works for us has the right to a safe workplace and to return home from work free from injury and harm. We also understand that this goes beyond physical safety and covers overall health and wellness. All Western Power employees and contractors have the right to feel safe and respected in the workplace.

We have a Stop Work Authority. We expect all personnel including contractors to speak up and stop work where they believe it is unsafe to proceed.

All personnel are responsible for ensuring they are fit for work. We have set mandatory requirements for fatigue, drug and alcohol to ensure we can perform our work in a safe and competent manner and maintain a safe workplace.

Suppliers (and your sub-contractors) must implement your own safety, health and environment management systems which meet or exceed our minimum standards.

About this code

Our procurement decisions aim to enable affordable, reliable and sustainable energy solutions for our customers, by considering the following:

- placing safety first
- supporting local content and Aboriginal-owned businesses
- ensuring high standards of probity, accountability and good governance for all stakeholders
- committing to fair, open and effective competition
- seeking opportunities to improve environmental, social and economic impacts on the community and supply chain through our procurement activities.

By integrating sustainable procurement policies and practices into our operations we generate positive opportunities and manage risks for sustainable social, environmental and economic outcomes.

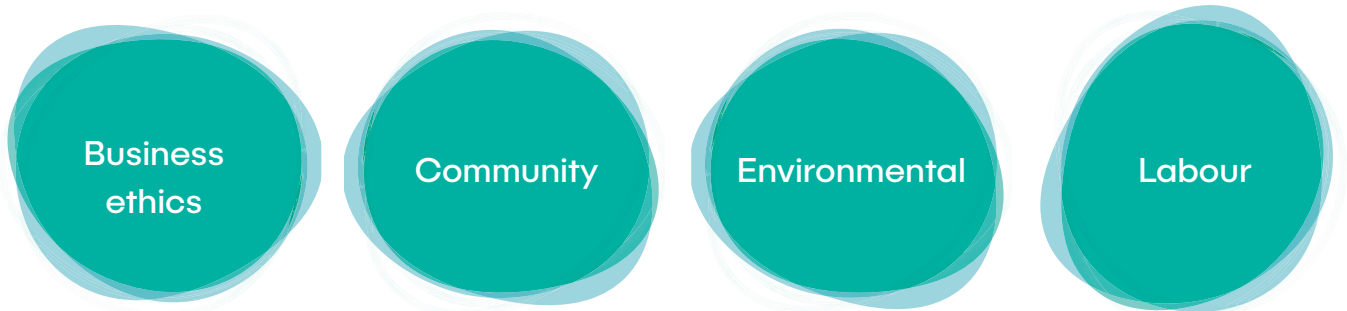
We define sustainable procurement as looking beyond the upfront cost to making purchasing decisions based on the entire life cycle of materials, goods and services, considering associated costs, environmental and social risks and benefits, and broader social and environmental implications.

We encourage our suppliers to align with ISO20400 and pursue best practice in sustainable procurement to drive innovation in partnership with Western Power.

You may be asked to confirm acceptance of this Code while working with Western Power. Additionally, you may be requested to share relevant information in relation to this Code to help improve our internal practices.

If you engage sub-contractors when providing goods or services to us, you must make them aware of this Code.

Our Sustainable Procurement Framework considers four key sustainability impacts:



Business ethics

Western Power expects you to:

- follow transparent business processes and high standards of business conduct
- make decisions throughout the supply chain without conflict of interest and with safeguards against fraudulent behaviour such as the giving or receiving of bribes
- comply with the laws and regulations of your own country and, where relevant, exported products must comply with laws in force in destination countries.

Legislative compliance

You will comply with all applicable laws and regulations on bribery, corruption and prohibited business practices, e.g. the Competition and Consumer Act in Australia.

Governance

You must ensure that:

- your business behaviour is beyond reproach
- you do not engage in any fraudulent or corrupt activities including, but not limited to, bribery, pay-offs and money laundering
- all conflicts of interest (whether actual, reasonably perceived or have potential to arise) are disclosed to us as soon as possible.

Risk management

You will:

- proactively manage risk by implementing policies and practices aimed at identifying and managing strategic and operational risks, vulnerabilities and compliance obligations

- work to safeguard Western Power, our customers, employees, brand and assets by communicating relevant concerns in a timely manner.

Information security

We expect you to:

- comply with data privacy and security laws
- take all reasonable steps to protect confidential information and any data obtained
- respect intellectual property rights, including formally negotiating any access, licence or use of intellectual property.

Cyber security

We expect you to:

- engage and cooperate to ensure our data, applications and critical infrastructure is effectively protected
- retain a high level of maturity across technical and organisational security measures, complying with our [Cyber Security Supplier Requirements](#)
- notify us immediately when you become aware of a cyber security incident related to the delivery of the product or service.



Community

Western Power expects you to:

- commit to seek opportunities to support local industry development
- ensure that marginalised groups are included and participate in relevant and appropriate procurement opportunities
- seek diversity and equality in the market, encouraging a diverse base of suppliers such as minority or under-represented suppliers (e.g. registered Aboriginal-owned businesses).

Local content

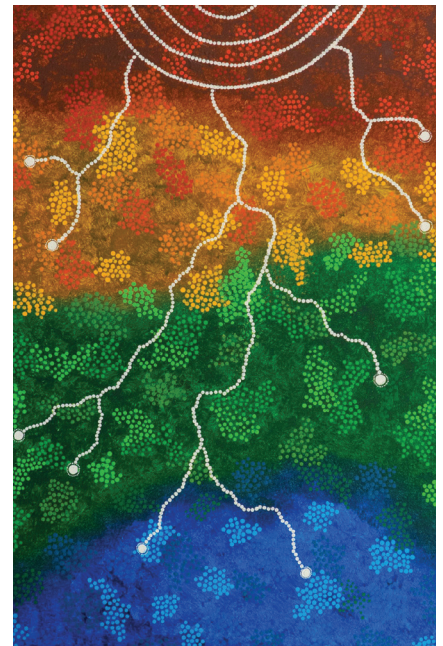
We value suppliers who:

- support national and local strategies to ensure local suppliers are engaged at all levels through procurement activities (including sub-contracting)

- assist in creating local jobs which in turn assists the broader Western Australian community.

Supply chain diversity

We're committed to connecting our communities by engaging a diverse supplier base including Aboriginal-owned businesses, women-owned businesses, disability enterprises and social enterprises. We encourage you to share this commitment in your own supply chain.



Western Power Walbirminy Nyungar Ben
named by Nyungar elder Len Collard
Artist: Jade (J.D.) Penangke

Environmental

Western Power expects you to:

- commit to the efficient use of resources
- dispose of waste and manage all key environmental impacts in a responsible manner
- consider the impact of your business activities on the environment and to monitor environmental performance with the aim of continuous improvement over time.

Environmental management

- comply with all relevant local and national laws and regulations on environmental management and reporting
- disclose any breach of licence requirements and potential risks in a timely manner
- cooperate with Government, local residents and traditional owners of the land to ensure relevant environmental and heritage values are preserved and issues are addressed.

- establish and maintain a written environmental policy and Environmental Management System aligned to ISO14001 including a data collection process aimed at tracking and supporting environmental performance reporting and compliance.

Environmental impact

We are committed to proactively reducing our environmental footprint and endeavour to seek ways to reduce our carbon footprint and assist others to use the grid to reduce their emissions. We expect you to share these principles by eliminating or minimising environmental impacts, preserve biodiversity, prevent pollution, promote the efficient use of electricity and reduce waste and emissions in your operations and supply chains.



Labour

Western Power expects you to:

- provide a safe working environment for your employees, to make safety an integral part of work activities and to strive for continuous improvement in your safety standards and performance, with the goal of zero injuries at all work locations
- implement good employment practices and treat employees fairly to respect the rights of employees and provide a work environment free of discrimination.

Health and safety

We put safety first and expect our suppliers to do the same. You are expected to maintain and improve the health and safety of your employees, customers, contractors and visitors by:

- ensuring the provision and use of appropriate workplace policies, safe operating procedures, risk management practices, training and protective equipment
- complying with all relevant local and national laws and regulations on work health and safety management and reporting.

Labour rights

You will:

- comply with all applicable laws related to wages, employment conditions, working hours and legally mandated benefits
- allow employees the freedom to associate, to collectively bargain and to be represented by an industrial organisation.

Modern slavery

Operating in a manner consistent with the United Nations (UN) International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights you must make all reasonable efforts to:

- ensure there is no form of child, forced or bonded labour in your entire operation
- ensure workers are treated and paid fairly for the work they do, have freedom of association and have the ability to raise grievances safely. No worker should be charged fees or costs associated with their recruitment and employment.
- identify and address human rights risks and adverse impacts, take appropriate measures to remedy any adverse human rights impacts, and report the outcomes to relevant stakeholders.

Workforce inclusiveness

We value diversity in our workforce, and recognise that an inclusive workforce, reflective of the wider community we serve, is better able to understand and meet our strategic objectives and the needs of our customers.

We take a proactive approach to foster an inclusive workplace and we do not tolerate harassment (including sexual harassment), discrimination, bullying, victimisation and other unlawful workplace behaviours.

We expect you to promote these principles in your own workplace and actively support a diverse labour base by encouraging equality and inclusion relating to sex, gender identity, sexual orientation, intersex status, marital status, pregnancy, breastfeeding, age, race or ethnic origin, religious beliefs, political beliefs, disability, family responsibilities and family status.

For additional information, questions or grievances about this Code or Western Power's procurement process, please lodge your query via our website <https://my.westernpower.com.au/contact-us/>

If you'd like to let us know about suspected wrongdoing, please contact Western Power directly on either 13 10 87 (General) or 1300 304 550 (STOPline).



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This information is available in alternative formats if requested

