



**STATEMENT
OF BUSINESS
ETHICS**

CONTENTS

Foreword.....	01
About us.....	02
Our <i>Code of Conduct</i>	02
Our values.....	03
Guiding principles.....	04
• Safety.....	04
• Value for money.....	04
• Open, fair and honest.....	04
Endeavour Energy procurement process.....	05
What you can expect from us.....	06
• How we will engage you.....	06
What we expect of you.....	07
• Be committed to safety.....	07
• Adhere to our corporate values.....	07
• Comply with NSW Government lobbying protocols.....	08
• Comply with the <i>Competition and Consumer Act 2010</i>	08
• Comply with NSW Government Procurement Guidelines.....	09
• Consequences for not complying.....	09
Guidance notes.....	10
• Gifts and benefits.....	10
• Communication between parties.....	10
• Endeavour Energy's employees and assets.....	10
• Conflicts of interest.....	11
• Confidentiality.....	11
• Contractors.....	11
• Intellectual property rights.....	11
Who to contact.....	13
• Questions about this <i>Statement of Business Ethics</i>	13
• Reporting possible wrongdoing.....	13

FOREWORD

Endeavour Energy values its strong business relationships with its many suppliers and contractors.

We aim to foster relationships that deliver the highest standards of safety, respect, performance and integrity for employees, suppliers and the customers and communities we serve.

We seek to form these relationships with organisations that share our commitment to conducting business according to the highest ethical standards, while complying with all relevant laws and regulations.

All Endeavour Energy directors, managers and employees are expected to observe the law and abide by our ethical framework, as set out in our *Code of Conduct*, policies and procedures.

This *Statement of Business Ethics* sets out the key business principles we apply in our dealings with our business partners. We expect our business partners to also apply these principles in their dealings with us.

Each principle is designed to ensure that our relationships generate good value, and are transparent and fair.

For additional information about this *Statement of Business Ethics* please contact our Manager Procurement & Logistics on 131 081 or (02) 9853 6666.

If you wish to discuss an ethical issue, please contact the Endeavour Energy Corruption Hotline on 1800 384 427.

Endeavour Energy welcomes your contribution to our business success and in turn, looks forward to playing a part in yours.



A handwritten signature in black ink that reads "Rod Howard". The signature is fluid and cursive, with a long, sweeping underline.

Rod Howard
Acting Chief Executive Officer

ABOUT US

Endeavour Energy is responsible for the safe and reliable supply of electricity to homes and businesses across Sydney's Greater West, Blue Mountains, Southern Highlands and the Illawarra Region.

Our network is made up of more than 170 major electricity substations, 413,000 power poles and 30,000 smaller distribution substations that are bound together by 35,000 kilometres of underground and overhead power lines.

Procurement decisions are based on guiding principles that ensure we continue to deliver value for money solutions and remain accountable to our customers and shareholders. These principles are further explained in the Guiding Principles section of this *Statement of Business Ethics*.

OUR CODE OF CONDUCT

Our employees are expected to abide by our *Code of Conduct*.

Our *Code of Conduct* booklet is available at: www.endeavourenergy.com.au

OUR VALUES

Endeavour Energy employees are required to understand and support our corporate values. These five values and their associated behaviours are the basis for everything we do.

We expect that our business partners, suppliers and contractors will act according to these same values.



Safety excellence

- Put safety as your number one priority
- Do not participate in unsafe acts, and challenge unsafe behaviours
- Think before you act
- Lead by example
- Take responsibility for the health and safety of yourself and others.



Respect for people

- Treat all people with respect, dignity, fairness and equity
- Demonstrate co-operation, trust and support in the workplace
- Practise open, two-way communication.



Customer and community focus

- Deliver value and reliable service to our customers and communities
- Use resources responsibly and efficiently
- Be environmentally and socially responsible.



Continuous improvement

- Look for safer and better ways to do your job
- Improve our financial performance
- Support innovation to add value to our business.



Act with integrity

- Act honestly and ethically in everything you do
- Be accountable and own your actions
- Follow the rules and speak up.

GUIDING PRINCIPLES

In addition to reviewing supplier business practices in line with our corporate values, Endeavour Energy uses the following guiding principles when assessing suppliers' proposals before awarding contracts:

SAFETY

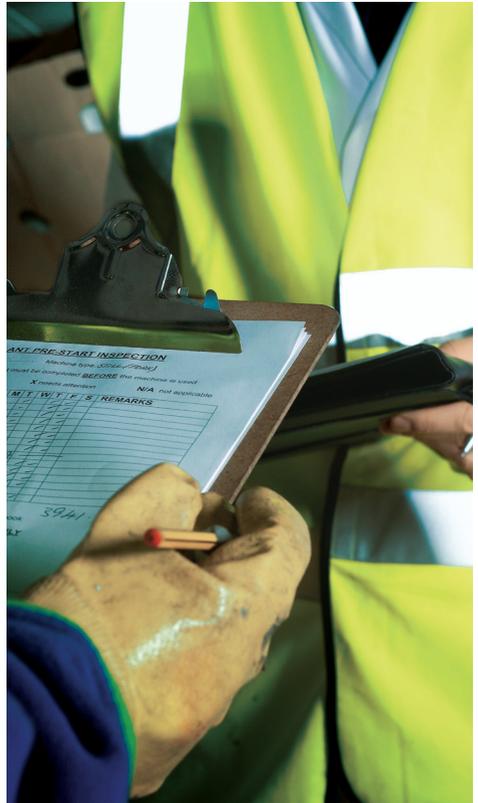
Health and safety is Endeavour Energy's number one priority. Working in a high risk industry means we must be vigilant about helping our employees, communities, contractors and suppliers remain safe during their work and dealings with us. We require our contractors and suppliers to have a similar commitment to health and safety.

VALUE FOR MONEY

Value for money does not always mean selecting the lowest price. Endeavour Energy will balance all relevant factors including ethical business practice, compliance with specifications, quality, whole-of-life costs (including disposal), reliability and timeliness when selecting suppliers.

OPEN, FAIR AND HONEST

Endeavour Energy operates as an open, fair and honest business partner and as a State Owned Corporation, our business dealings are open to public scrutiny. As such, the NSW Auditor-General, the Independent Commission Against Corruption (ICAC) and the NSW Ombudsman have the power to examine our operations.



ENDEAVOUR ENERGY PROCUREMENT PROCESS

All procurement activities are conducted through strict policies and procedures.

We expect transparency by all stakeholders in the procurement cycle including:

- obtaining sources of supply
- obtaining quotations or proposals covering price, availability and capability from suppliers
- placing orders for goods and services
- receiving and accepting the goods and services
- authorising payments to suppliers.

In the interest of a fair and competitive marketplace we apply the same evaluation and selection process to all prospective suppliers.

Tenderlink is our electronic tendering solution. Endeavour Energy tenders are posted on: www.tenderlink.com/endeavourenergy

Further information on the Endeavour Energy procurement principles can be found on: www.endeavourenergy.com.au

The screenshot shows the Endeavour Energy E-Tendering Portal. At the top, there is a navigation bar with the Endeavour Energy logo on the left and the text 'E-TENDERING PORTAL' on the right. Below the navigation bar, there is a breadcrumb trail: 'Home | All Current Tenders | Search Tenders | Industry Categories | Registration | Support | Help'. The main content area is divided into two columns. The left column contains a 'WELCOME TO Endeavour Energy' section, followed by a paragraph welcoming users to Endeavour Energy, a NSW Government owned electricity distributor. Below this is a paragraph describing the company as a 'poles and wires' business, responsible for the safe and reliable supply of electricity to 2.2 million people. The next paragraph states that the network is made up of more than 170 major electricity substations, 315,000 power poles, and 28,000 smaller distribution substations. The final paragraph in the left column states that Endeavour Energy values its strong business relationships with its many suppliers and contractors, and aims to foster relationships that deliver the highest standards of safety, respect, performance, and integrity. The right column contains a login form with fields for 'Email' and 'Password', a 'Log In' button, and a 'Forgot your Password?' link. Below the login form is a 'Tender Statistics' section showing 'Open Tenders : 13' and 'Closed Tenders : 3252'.

WELCOME TO Endeavour Energy

Welcome to Endeavour Energy, a NSW Government owned electricity distributor.

We are a 'poles and wires' business, responsible for the safe and reliable supply of electricity to 2.2 million people in households and businesses across Sydney's Greater West, the Blue Mountains, Southern Highlands, the Illawarra and the South Coast.

Our network is made up of more than 170 major electricity substations, 315,000 power poles and 28,000 smaller distribution substations that are bound together by 33,000 kilometres of underground and overhead power lines.

Endeavour Energy values its strong business relationships with its many suppliers and contractors.

We aim to foster relationships that deliver the highest standards of safety, respect, performance and integrity for employees, suppliers and the customers and communities we serve.

We seek to form these relationships with organisations that share our commitment to conducting business according to the highest ethical standards, while complying with all relevant laws and regulations.

E-TENDERING PORTAL

Latest Tenders (click to view): TS016 & TS175 - CT & VT Replacement - Tender Documentation Package

Home | All Current Tenders | Search Tenders | Industry Categories | Registration | Support | Help

Email :

Password :

[Log In](#)

[Forgot your Password?](#)

Tender Statistics

* Open Tenders : 13

* Closed Tenders : 3252

WHAT YOU CAN EXPECT FROM US

Endeavour Energy requires its tendering (through requests for quotes/proposals/tenders, expressions of interest and requests for information), contracting and purchasing policies, procedures and practices to be generally consistent and in line with NSW Government guidelines and reflect high standards of ethical conduct.

HOW WE WILL ENGAGE YOU

- Goods and services are ordered using an approved method such as a purchase order
- If a contract is awarded, we will include information on the preferred ordering method. You should question any order that does not refer to a purchase order
- You may receive confidential or proprietary information in your dealings with us. This should not be released to other parties unless specifically authorised by Endeavour Energy.



WHAT WE EXPECT OF YOU

BE COMMITTED TO SAFETY

Being an Endeavour Energy supplier means that you are required to maintain compliance with the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulations 2011* and any other relevant laws, regulations, codes or standards, as they relate to Endeavour Energy's Network operation.

This means you must:

- demonstrate and maintain an outstanding and measurable safety record
 - provide evidence of your safety excellence and a Health and Safety (H&S) management system
 - advise us of H&S risks for activities undertaken for Endeavour Energy, and your methods for effectively managing them
 - notify Endeavour Energy of any incidents and H&S performance issues associated with activities undertaken for Endeavour Energy
 - adhere to Endeavour Energy's alcohol and drugs policy which applies to all workers¹ on our sites. No worker is permitted to be impaired by the use of alcohol or illicit drugs while working on Endeavour Energy sites and all workers may be subject to our drug and alcohol testing regime while on our sites
 - maintain adequate insurance coverage including workers' compensation, public liability, professional indemnity and motor vehicle as applicable.
-

ADHERE TO OUR CORPORATE VALUES

When doing business with or responding to a tender from Endeavour Energy we expect all suppliers, potential suppliers, contractors and potential contractors to operate in a manner that is in line with our corporate values.

This means that you must:

- follow our stated policies and procedures
- provide accurate and reliable information when required/requested
- declare conflicts of interest (actual, potential or perceived) as soon as you become aware of them
- act ethically, fairly and honestly in all dealings with Endeavour Energy
- take all reasonable measures to prevent the disclosure of confidential Endeavour Energy information
- help us prevent unethical practices in our business dealings
- treat Endeavour Energy employees and customers with respect.

¹A worker is an employee, contractor, supplier, trainee or volunteer.

WHAT WE EXPECT OF YOU (CONT.)

COMPLY WITH NSW GOVERNMENT LOBBYING PROTOCOLS

All Endeavour Energy employees and in-house contractors are considered 'NSW Government officials' in the *NSW Lobbyist Code of Conduct 2014*, as set out in the *Lobbying of Government officials (Lobbyists Code of Conduct) Regulation 2014*. This means they have specific obligations, which include only dealing with lobbyists who are on the Electoral Commissions Register of Third-Party Lobbyists. Details can be found on the website www.lobbyists.elections.nsw.gov.au

A lobbyist is any person or organisation whose business includes being contracted or engaged to represent the interests of a third party to a NSW Government official. If you feel that your potential communication with Endeavour Energy may place you in this category you are advised to consult the Electoral Commission Register of Third-Party Lobbyists website www.lobbyists.elections.nsw.gov.au and ensure you are registered prior to making contact with Endeavour Energy.

COMPLY WITH THE COMPETITION AND CONSUMER ACT 2010

The *Competition and Consumer Act 2010* is in place to ensure that organisations do not engage in business practices that will restrict or limit competition.

In particular, you must:

- never discuss or reach an understanding or arrangement with a competitor about supplies, prices, terms, tenders, other competitors or other competitive factors
- never try to influence another supplier's or competitor's dealings with Endeavour Energy
- never offer gifts, inducements or incentives to Endeavour Energy
- not take advantage of others' disadvantage by acting unfairly or unconscionably
- not supply goods and services in a manner that contravenes the *Competition and Consumer Act 2010* or other legislation
- not mislead or deceive through your advertising, predictions, opinions or other material that you either supply, or omit to supply us.

WHAT WE EXPECT OF YOU (CONT.)

COMPLY WITH NSW GOVERNMENT PROCUREMENT GUIDELINES

Comply with the *NSW Code of Practice for Procurement*, (which includes a new section on Building and Construction). This can be located online at: www.procurepoint.nsw.gov.au

CONSEQUENCES FOR NOT COMPLYING

You should be aware of the consequences of not complying with Endeavour Energy's ethical requirements when doing business with us.

Demonstrated corrupt or unethical conduct could lead to:

- termination of contracts
- loss of future work
- loss of reputation
- investigation for corruption
- matters being referred for criminal investigation.



GUIDANCE NOTES

GIFTS AND BENEFITS

Endeavour Energy has a 'no gifts' policy. This means that under no circumstances can our employees receive a gift from a third party.

You must never offer inducements or incentives to Endeavour Energy employees.

If a gift or benefit is offered to our employees they are required to immediately report this as a breach of the *Statement of Business Ethics* or our employee *Code of Conduct*.

You must immediately report to us any instance in which our employees seek or induce a gift or benefit from you.

COMMUNICATION BETWEEN PARTIES

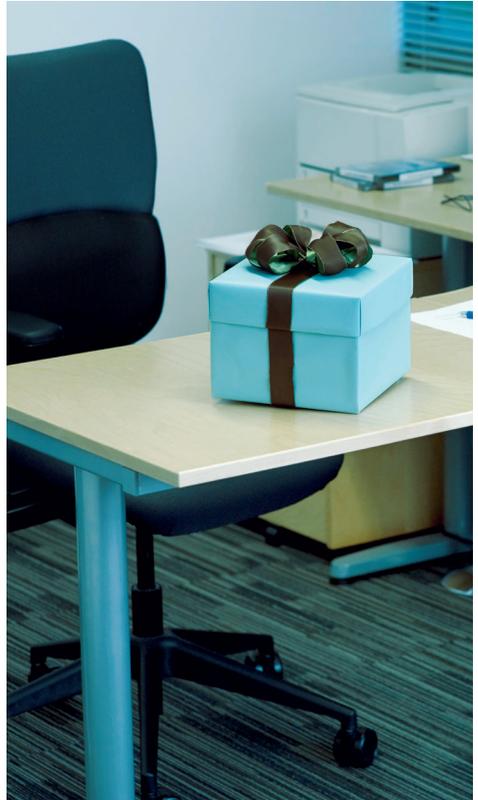
To minimise the risk of a perceived inappropriate influence being brought to bear on the business relationship, all communication should be clear, direct and accountable.

You are not permitted to discuss Endeavour Energy's business or information publicly in the media, online or in any other publication or at any event without prior approval.

ENDEAVOUR ENERGY'S EMPLOYEES AND ASSETS

Endeavour Energy's *Code of Conduct* addresses secondary employment. You must never try to engage Endeavour Energy's employees to provide services to your organisation that would not normally be provided under the agreement by which you are operating.

The same is true for Endeavour Energy's assets. Inappropriate or unapproved use of any of Endeavour Energy's equipment may result in the termination of your services.



GUIDANCE NOTES (CONT.)

CONFLICTS OF INTEREST

Customers, suppliers and Endeavour Energy employees need to be confident that all decisions made by Endeavour Energy are impartial.

All Endeavour Energy employees are required to avoid conflicts of interest and to disclose any actual, perceived or potential conflicts of interest. Endeavour Energy extends this requirement to its suppliers. Some examples of conflicts of interest are:

- knowing that an Endeavour Energy employee (or their friends or relatives) stand to benefit from a matter in which you are involved
 - having a personal relationship with an Endeavour Energy employee that goes beyond a normal professional working relationship
 - using business information that you have acquired through your work with Endeavour Energy for personal gain
 - engaging in party political activities or making adverse political comments that relate to Endeavour Energy's business.
-

CONFIDENTIALITY

Endeavour Energy expects each of its suppliers to take all reasonable steps to protect any confidential information received, unless required to disclose it by law.

CONTRACTORS

All contractors and subcontractors are required to comply with this *Statement of Business Ethics*. If you engage subcontractors in your work for Endeavour Energy, you must make them aware of this *Statement of Business Ethics*.

INTELLECTUAL PROPERTY RIGHTS

In business relationships with or for Endeavour Energy, parties will respect each other's intellectual property rights and will formally negotiate any access, licence or use of intellectual property.



WHO TO CONTACT

QUESTIONS ABOUT THIS STATEMENT OF BUSINESS ETHICS

For additional information about this *Statement of Business Ethics* or Endeavour Energy's procurement process, please call 131 081 or (02) 9853 6666 and ask to speak with the Manager Procurement & Logistics.

REPORTING POSSIBLE WRONGDOING

If you wish to provide information about suspected wrongdoing, please contact Endeavour Energy directly, as set out below.

Instances of wrongdoing include corrupt conduct, maladministration, serious and substantial waste of public money, and breaches of the *Government Information (Public Access) Act 2009*. As of September 2015, Corrupt Conduct has been defined to include any person (whether public official or not) that could impair public confidence in a number of ways including collusive tendering. If you honestly believe on reasonable grounds that this conduct has occurred, it can be reported in any of the following ways:

By phone: Corruption Hotline 1800 384 427

By e-mail: ethics@endeavourenergy.com.au

Online: www.endeavourenergy.com.au

By letter: Manager of Internal Audit
Endeavour Energy
PO Box 811
Seven Hills NSW 1730

If you voluntarily make a report about wrongdoing you may be entitled to protection under the *Public Interest Disclosures Act 1994*. This law makes it a criminal offence for any person to take detrimental action in reprisal against a person who has made a public interest disclosure. Endeavour Energy is committed to ensuring that employees and independent contractors (i.e. a person engaged by Endeavour Energy to provide services) are not victimised as a result of such a disclosure.

You should be aware however, that protection is not available for disclosures that question the merits of Government policy, or are considered to be an attempt to avoid dismissal or disciplinary action. It is a criminal offence under the *Public Interest Disclosures Act 1994* to wilfully make a false or misleading statement when reporting wrongdoing.

Additional copies of this *Statement of Business Ethics* booklet may be obtained via our website or by phoning (02) 9853 4319.

Publication date: January 2016

XXXXX-0116-ENE2692-PRINT