Code of Conduct



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Message from our CEO

Let's get energy right

There has never been a more fascinating time to be in energy. Our sector is undergoing a major transition as the world accelerates towards cleaner energy in order to reduce emissions and help to avoid the worst impacts of climate change.

As a large energy company spanning retail, power generation and natural gas, Origin is responsible on behalf of more than four million customers to deliver not only cleaner energy, but reliable and affordable energy too.

Our Purpose at Origin is clear: getting energy right for our customers, communities and planet.

Our Values and Behaviours guide what's important to us as we go about our work.

Our Code of Conduct is an important document that puts our Purpose and Values and other standards expected of us in a single place. This should help us all to make the right choices in how we act, solve problems and make decisions.



As part of our Code of Conduct, it is everyone's responsibility to:

- Act honestly, ethically and with integrity
- Comply with applicable laws and regulations and internal policies and standards
- Treat others with respect
- Do the right thing by our stakeholders, which will sometimes involve considering 'can we' and 'should we'
- Ask for help if ever an answer isn't clear
- Report all health and safety incidents
- Speak up if concerns arise about an issue, knowing the matter will be treated confidentially and without retribution

Our Code of Conduct applies to everyone at Origin. Whether an employee, leader, director or contractor, we must respect and uphold our standard of conduct. If we do not, there could be significant reputational and financial impacts for Origin.

When we face situations where the answer isn't always clear, our Code of Conduct is intended to guide how we should approach it and the questions we should ask. If we always act with our Purpose, Values and this Code of Conduct in mind and demonstrate our commitment to getting energy right through our actions, we will earn the trust of our stakeholders as we continue to navigate the energy transition.



Frank Calabria
Chief Executive Officer

Origin's Purpose & 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 Purpose is what we stand for and why we exist. Being purpose-driven goes beyond delivering sustainable profits and shareholder returns, it's about the broader role we can play in society and how we shape a better energy future. Delivering on Origin's Purpose takes all of us. No matter what your role or location, our Purpose should guide the work you and your team do.



Our Values

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

Work as one team, one Origin

At its heart, this value means:

- Sharing information to help the work of others
- Collaborating within and across teams
- Seeking and using different views, approaches and expertise
- Coordinating our efforts (to avoid duplication of work and inefficiency)
- Working in the best interests of Origin to achieve our Purpose

Be the customer champion

At its heart, this value means:

- Keeping customers front of mind in everything we do
- Listening and being responsive to customer needs
- Advocating for customers' best interests
- Considering the impact of decisions on customers
- Serving our customers is central to our success



Care about our impact

At its heart, this value means:

- We need to consider the immediate and far reaching impact of our decisions and actions
- Operating with integrity and transparency
- The safety of all

Being accountable

At its heart, this value means:

- Doing what we say we will do and meeting our commitments
- Taking responsibility and ownership for the impact of our actions
- Acknowledging, owning and learning from our mistakes - and not laying blame
- Working to achieve the best possible results

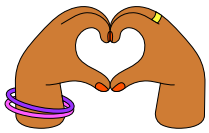
Find a better way

At its heart, this value means:

- Continuously improving what we do and how we work
- Innovating
- Finding and using different ideas in our work
- Learning and taking on new ways of working and new experiences

Code of Conduct Key Principles

Our Code of Conduct aligns with Origin's Purpose and builds on our Values, with 5 Key Principles that guide us in making the right choices in how we act, solve problems and make decisions.



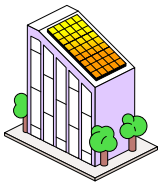
We respect others and protect their health & safety



We act lawfully, honestly, ethically and with integrity



We recognise our responsibilities to our customers, communities and planet



We protect Origin's business and assets



We are all accountable for complying with our Code of Conduct and speak up if we have concerns

Our 5 Code of Conduct Key Principles are underpinned by specific requirements and expectations that are outlined further in this Code.

Overview of our Code of Conduct

What is our Code of Conduct?

At Origin, we pride ourselves on being an ethical, values-driven organisation.

Doing the right thing is what drives us as a company – getting energy right for our customers, communities and planet. That's our Purpose.

Acting with integrity, accountability and to high ethical standards is part of who we are. Every day, we aim to bring our best selves to work by bringing to life Origin's Values and upholding the law and Origin's policies and standards, including our Code of Conduct.

Our Code of Conduct builds on our Values and sets standards that guide us in making the right choices in how we act, solve problems and make decisions. It clearly sets out expectations and requirements of all those who work at Origin to help us make the right choice.

Additional requirements might apply at a business unit or site level. These must not be inconsistent with this Code of Conduct.

Who does the Code of Conduct apply to?

The Code of Conduct applies to all directors of Origin, all employees of the Origin Group, whether full time, part time or casual, and all persons working for the Origin Group under a contract or a consultancy agreement.

When does the Code of Conduct apply?

The Code of Conduct applies to all work-related activities (including conferences, training and other events) anywhere in the world. It applies whether during or outside business hours at all work sites, including when working from home or remotely, attending a work function and representing Origin at an external function.

It also applies to personal activities (including the use of communication devices and social media outside of business hours) to the extent these impact the workplace or working relationships.

What happens if people don't adhere to the Code of Conduct?

Origin treats any breach of the Code of Conduct seriously.

A breach may result in counselling or disciplinary action up to and including termination of employment or engagement with Origin.

Serious breaches could also result in legal action against Origin and individuals involved.



We respect others & protect their health & safety



Health & safety

Drugs & alcohol

Valuing diversity & embracing inclusion

Human rights

Discrimination, harassment, bullying & violence

We respect others & protect their health & safety

Health & safety

Protecting the physical and psychological health, and safety of our people is a shared responsibility at Origin.

And, in line with Origin's Purpose, we must also take appropriate steps to prevent our activities from causing injury or illness to our customers or any people in the communities where we operate.

Suitable controls must be in place to manage health and safety exposures having regard to the associated risk.

These must be monitored and maintained on an ongoing basis to uphold standards over time.

Origin takes the psychological safety of its employees' seriously and supports an inclusive workplace where 'it's safe to be me', it's safe to speak up and unacceptable behaviour is not tolerated.

Origin encourages everyone to consider and discuss any opportunities to improve how health and safety risks are managed.



What we expect of you

- Take all reasonable steps to protect your own safety and the safety of others in the workplace
- Adhere to all relevant health, safety, security and environment (HSSE) policies and standards, procedures, processes, laws and regulations
- Check that appropriate controls are in place prior to starting a job
- Stop an unsafe (or potentially unsafe) activity if controls are not in place to conduct work safely or if you have a concern that the health or safety of any person might be at risk
- Report any health or safety incidents, injuries or issues in accordance with applicable policies, standards and procedures
- Complete and adhere to assigned health and safety induction, training and competency requirements
- Cooperate and participate in all return to work processes to ensure Origin can meet its obligations to you and your colleagues to provide a safe workplace, and return to work as soon as you are medically fit to do so
- Not engage in activities, language or conduct that could compromise the health and safety of others (including unacceptable behaviour)

We respect others & protect their health & safety

Drugs & alcohol

As part of Origin's commitment to health and safety, it is not acceptable to attend a work site or conduct work activities where your performance or actions could be impaired by drugs and/or alcohol.

All illicit drugs are prohibited. You must not manufacture, possess, sell, trade, distribute, or offer for sale any illicit drugs or intoxicants at any workplace.

You must comply with the following Breath Alcohol Concentration (BrAC) limits:

- Corporate Offices/Non High-Risk Sites: BrAC must be below 0.05 or as required by law.
- High-Risk Sites/Safety Critical Roles/High-Risk Tasks: BrAC must be below 0.02 or as required by law.

Origin conducts random and regular testing at high-risk sites or for persons performing high-risk or safety critical roles. Testing may also occur following an incident, or where there is suspicion of impairment due to drugs and/or alcohol.

Origin may refuse entry to anyone suspected of being impaired by drugs and/or alcohol.

Alcohol may be consumed at work-related functions, client or provider functions or when travelling on Origin business, provided it is consumed responsibly and behaviour is always consistent with this Code and local regulations and customs.

What we expect of you

- Complete any assigned induction and training on Origin's drug and alcohol processes and requirements
- Comply with Origin's drug and alcohol limits
- Not attend Origin sites or conduct work activities on behalf of Origin (including driving) with a drug or alcohol level at or above the cut-off level specified in this Code
- Participate in drug testing programs and procedures (including any that are site specific) as required
- Stop operations and report any person that you suspect is over the prescribed BrAC limits or seems impaired from drugs and/or alcohol
- Drink responsibly when consuming alcohol at any work-related function, on a work trip or when representing Origin at an external function, and always behave consistently with the requirements in this Code

Other resources

- Health, Safety & Wellbeing Position Statement
- Health Safety & Environment Policy
- Life Saving Rules
- Counselling & Discipline Standard
- Drug & Alcohol High Risk Site Register
- Speaking Up Standard



We treat others with respect, value diversity & embrace inclusion

Valuing diversity & embracing inclusion

We aspire to create a workplace where everyone feels comfortable and safe to be themselves.

We encourage a diverse workplace and diversity of thought because, when we embrace our differences, we're better at learning, listening, collaborating and making unbiased decisions. When we're inclusive, we innovate, solve problems and better serve the needs of our diverse customers.

We encourage our people to call out behaviour that doesn't align with our intention of being a fair and inclusive workplace.

What we expect of you

- Behave in a way that creates and supports an environment where employees and other workers feel safe to be themselves at work. This includes being inclusive, collaborative and supportive, and treating everyone equally and with respect
- Not discriminate or accept exclusion based on a person's race, age, gender identity, culture, religion or sexual orientation, intersex status, physical or, cognitive or intellectual disability, relationship status, religion, political opinion, pregnancy, breastfeeding or family/caring responsibilities
- Treat all employees and prospective employees fairly based on their skills and capabilities, and provide equal opportunities
- Complete all assigned cultural awareness and diversity and inclusion training



We treat others with respect, value diversity & embrace inclusion

Human rights

Origin expects human rights to be respected across our operations, supply chain and business relationships in line with Origin's Human Rights Position Statement.

The Position Statement reflects our support for the dignity, wellbeing and human rights of our people, our customers, the communities within which we operate, and others affected by our activities and business relationships by confirming that we:

- Recognise that all people have a right to fair pay and reasonable work conditions
- Support the right of freedom of association of others
- Support the right of freedom of movement
- Proactively address the risk of any form of slavery in our operations and supply chain

Origin's Supplier Code sets out our expectation that suppliers comply with all applicable laws and demonstrate their respect and protection of the fundamental human and labour rights of workers.

Other resources

- Supplier Code
- Human Rights Position Statement
- Diversity Inclusion Position Statement
- Speaking Up Standard
- Whistleblower Policy
- Modern Slavery Statement

What we expect of you

- Respect the human rights of our workforce and those we work with including suppliers
- Consider the human rights implications of our work-related activities
- Identify and address human rights risks and adverse impacts from the perspective of the person who holds the right
- Where relevant to your role, undertake required due diligence on our suppliers/counter parties to assess their alignment with our human rights expectations
- Never threaten, punish or take disciplinary or retaliatory action against anyone, inside or outside of Origin, for raising, or being involved in addressing, a human rights concern
- Raise any known or suspected human rights, inhumane treatment or modern slavery concerns in accordance with Origin's Speaking Up Standard at the earliest opportunity, even if you are not certain that human rights have been impacted
- Not assume that someone else will report issues relating to human rights



Discrimination, harassment, bullying & violence are unacceptable

Origin strives to provide a safe, respectful and inclusive work environment that is free from discrimination, harassment (including sexual harassment), bullying, victimisation, violence, and other unacceptable behaviours.

These behaviours are harmful, unlawful, and are not tolerated, whether they are intentional, unintentional, overt, covert or subtle.

Origin has obligations under work health and safety and anti-discrimination laws to prevent and eliminate unacceptable behaviour in our workplace, as far as possible.

Discrimination is treating a person unfairly because of an attribute that is protected by law (which includes race, religion, political beliefs, age, gender, sexuality, pregnancy, illness, disability or parental or marital status) or imposing an unreasonable requirement that is likely to have the effect of disadvantaging a person with a protected attribute.

Harassment is unwelcome behaviour related to a person's protected attribute which could be expected to cause offence, humiliation or intimidation. Sexual harassment is when the unwelcome behaviour is of a sexual nature.

Conduct that creates a hostile work environment on the grounds of sex is conduct that could be expected to create an offensive, intimidating or humiliating work environment to individuals of a particular sex.

Bullying is repeated unreasonable behaviour, directed towards a person or group of people, that creates a risk to health and safety

Victimisation is treating or threatening to treat a person unfairly because they have reported (or intend to report) unacceptable workplace behaviour or other concerns.

Further definitions and examples of unacceptable behaviour are set out in Appendix A (page 36) of this Code.

Anyone who experiences or observes unacceptable behaviour is encouraged to speak up and report the behaviour in line with the Speaking Up guidance on page 34 of this Code.

What we expect of you

- Treat others with dignity, courtesy and respect
- Not engage in, or encourage others to engage in, unacceptable behaviour
- Take action in line with Origin's See. Say. Do framework if you observe unacceptable behaviour
- For leaders – assess physical and online working environments on an ongoing basis to identify and address any areas of risk (for example, locations that prevent workers from maintaining personal space, the display of any inappropriate posters or other material, or excessive/inappropriate online communications between workers)



Other resources

- Speaking Up Standard
- See. Say. Do
- Whistleblower Policy

We act lawfully, honestly, ethically & with integrity



Laws, regulations & internal policies

Competition laws & consumer protections

Fraud

Compliance with disclosure requirements

Conduct risk

Anti-bribery & corruption

Working with government

Working with suppliers

Conflicts of interest, including gifts & hospitality & consensual personal relationships

We comply with laws, regulations, internal standards & policies

Complying with laws, regulations, internal standards & policies

Each of us is required to adhere to the laws and regulations that apply to Origin's activities. Failure to comply can have serious consequences for Origin as well as our people. Origin is subject to a wide range of laws and regulations. Some of these are specifically addressed in more detail below and in other sections of this Code of Conduct, e.g. safety, disclosure of information and harassment.

Employees are also expected to follow all internal directions issued by Origin, including those communicated via Source and other channels. This includes, but is not limited to, Origin's office attendance requirements, which may be updated from time to time.

Origin helps our people to comply with laws and regulatory obligations by having systems, processes, policies and standards in place that are designed to comply with applicable requirements and by providing training on these. It is important that these are followed and any applicable training is completed as this underpins Origin's compliance with the laws and regulations that apply to our activities.

There will be times where we are legally permitted to do things but should consider 'can we' and 'should we'? This is explained in more detail on page 19.

Competition laws & consumer protections

Origin supports fair and open competition and seeks to comply with competition laws in all jurisdictions where we operate.

We must exercise care when engaging with suppliers, customers and competitors and not engage in anti-competitive conduct. We must also avoid engaging in conduct that is misleading, deceptive or unconscionable under the Australian Consumer Law.

We must treat our customers fairly, sell goods that are of acceptable quality, deliver services with due care and skill and honour consumer guarantees under the Australian Consumer Law.

What we expect of you

- Complete and adhere to all assigned induction and training, including any assigned 'Master Class' competition law training where your role involves dealing with suppliers, customers or competitors or attending industry forums
- Follow applicable laws and regulations and Origin's systems, processes, policies or standards that are designed to comply with laws and regulations
- Follow prescribed processes and scripting if your role involves engaging with customers
- Inform your leader if you become aware of any actual or suspected contravention of applicable laws and regulations or any failure to follow Origin's systems, processes, policies or standards that are designed to comply with laws and regulations. The leader must then ensure that the matter is reported to the relevant business unit Compliance Team or the Legal Team
- If you are unsure whether a potential breach could arise or has arisen, contact your leader, the relevant business unit Compliance Team or the Legal Team
- Report (to the relevant business unit Compliance Team), investigate and respond to, any customer complaints regarding conduct that might not align with the Australian Consumer Law
- Understand the Australian Consumer Law guarantees and abide by them if your role involves the sale of goods or services

Other resources

- Continuous Disclosure Policy
- Core & Mandatory Learning Policy
- Complying with Competition & Consumer Protection Laws
- Australian Competition & Consumer Commission
- Australian Competition & Consumer Law



We comply with laws, regulations, internal standards & policies

Fraud

We must not engage in fraudulent behaviour.

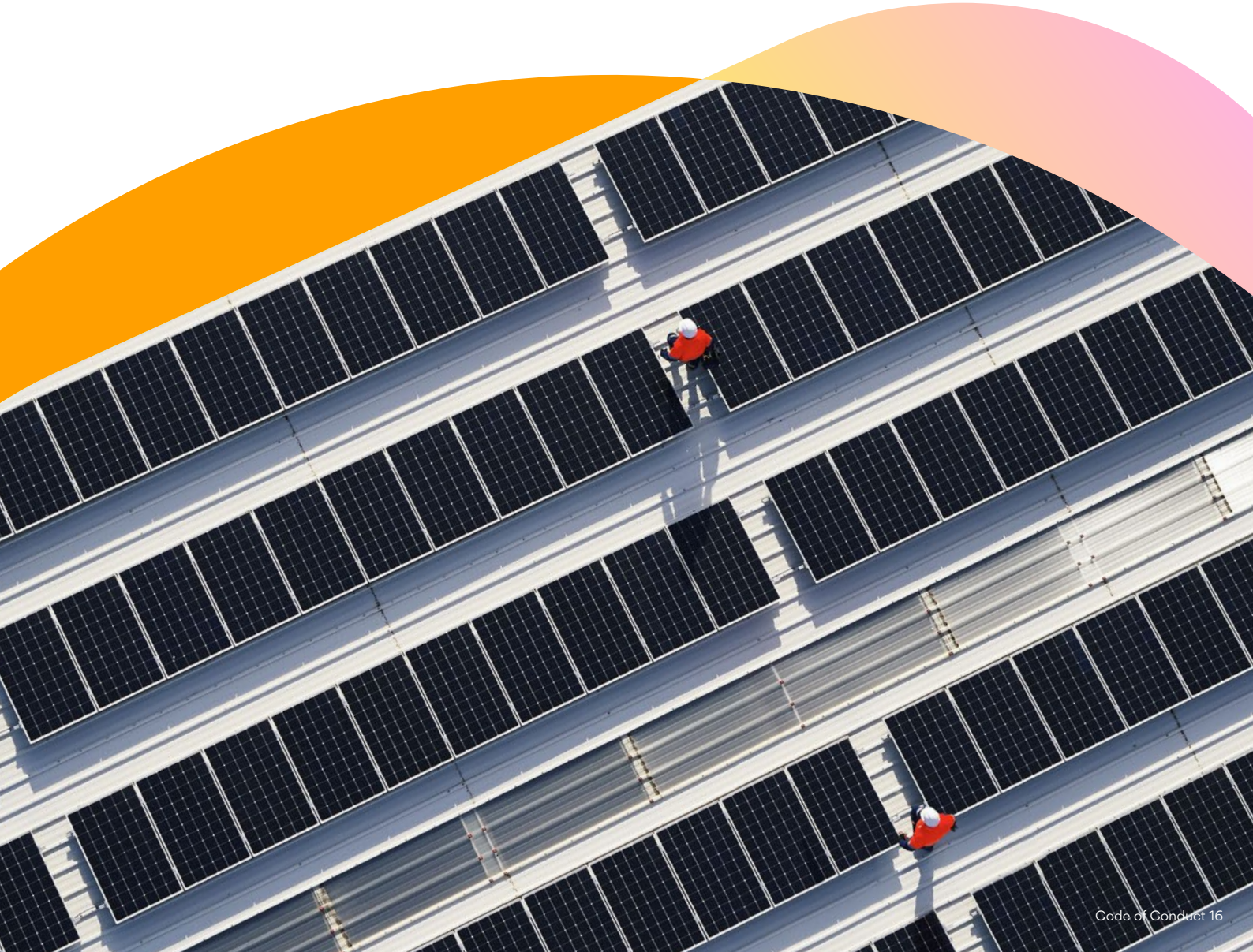
Fraud is any dishonest or deceptive activity for personal or third-party gain that could or does cause loss, either financial or non-financial, to Origin or another party.

Examples include:

- Theft of Origin assets (e.g. inventory and spare parts, computers and phones, stationery etc.)
- Falsifying documents (e.g. supplier invoices, time sheets, expense claims etc.)
- Deliberately accessing and/or altering Origin records for an improper or unauthorised purpose (e.g. customer information, employee records, health and safety metrics etc.)
- Collusion with customers, contractors, or members of the public for gain (e.g. reduce bills through incorrect tariffs or unjustified credit notes, claiming for work or services not performed, sharing confidential information etc.)

What we expect of you

- Not knowingly commit, or be a party to, or be involved in, any fraudulent activity
- If you become aware of any instances or suspicions of fraud, immediately report it either in line with the Speaking Up Standard or the Whistleblower Policy and to the General Manager Internal Audit



We comply with laws, regulations, internal standards & policies

Dealing in Securities

Origin and its personnel are restricted from dealing in securities of Origin (such as shares) under Origin's Dealing in Securities Policy.

Prohibitions apply where dealing in the securities would:

- Breach insider trading laws;
- Harm Origin's reputation; or
- Compromise confidence in Origin's practices in relation to securities dealings.

The prohibition under Origin's Dealing in Securities Policy extends to dealing in securities of other companies where inside information is gained through working at Origin.

Personnel with inside information are not permitted to deal in securities of any such company.

What we expect of you

- Not deal in, or procure or encourage others to deal in, Origin securities if you have material sensitive information that is not generally available
- Not buy, sell or otherwise deal in Origin securities during any 'Closed Period' (as defined in Origin's Dealing in Securities Policy) or where there are additional prohibitions in place
- Comply with prescribed notification procedures when dealing in Origin's securities outside a Closed Period
- Where Origin has a business relationship with another company, be careful if you trade in that company's shares, as the same insider dealing rules apply
- Complete assigned online training as required
- Comply with all other requirements in Origin's Dealing in Securities Policy

Continuous Disclosure

We must comply with continuous disclosure laws and ASX Listing Rules.

Timely, full and accurate disclosure of information is required to facilitate a fair and well-informed market in its securities and for Origin to comply with the continuous disclosure requirements of applicable laws and the ASX Listing Rules.

Origin's Continuous Disclosure Policy sets out processes for identifying material information and how we communicate with investors, analysts and market participants to provide them with equal access to material information about Origin.

What we expect of you

- Inform a member of Origin's Management Disclosure Committee (see further the Continuous Disclosure Policy) on becoming aware of material information that is not generally available
- Keep material information about Origin confidential until it is released to the ASX or becomes generally available
- Not speak with investors, analysts, market participants, media or other external parties about Origin's business, financial performance or financial prospects unless you are authorised to do so
- If in doubt, ask the Company Secretary

Other resources

- Dealing in Securities Policy
- Continuous Disclosure Policy
- Speaking Up Standard
- Whistleblower Policy
- Corporate Communication Standard

We comply with laws, regulations, internal standards & policies

Accurate reporting

All reports and publicly disclosed information must be a true and accurate reflection of the underlying transactions, facts or events.

Falsifying reports, misrepresenting facts or engaging in behaviour that lacks integrity, may be misleading or fraudulent and is unacceptable.

Reports must have appropriate controls over their preparation, including being evidenced by accurate verified source documents, appropriate reviews, checks and authorisation.



What we expect of you

- Always act with integrity and focus on ensuring reports are a true, fair and complete reflection of the underlying facts and circumstances
- Ensure that there are appropriate internal controls over the preparation of any reporting prepared by you and your teams
- Ensure that reports comply with all applicable regulatory, financial and any other applicable reporting requirements, laws and regulations
- Speak up if you believe there may be issues with the accuracy of reporting or if you have been asked to falsify reports or misrepresent facts

Other resources

- Speaking Up Standard

We act honestly, ethically, with integrity & we do the right thing

Conduct risk

Origin recognises that complying with laws and regulations sets the minimum standard of conduct and that, as an essential service provider and a significant participant in the energy industry, we must also act ethically and avoid engaging in inappropriate conduct. This is known as 'conduct risk'.

Managing conduct risk effectively helps build trust in an organisation and brand, whereas engaging in unethical conduct (even unintentionally) or otherwise falling short of community expectations can cause significant adverse reputational and financial impacts.

Acting ethically means we must act honestly, fairly and with decency.

Avoiding inappropriate conduct means 'doing the right thing'.

This Code of Conduct doesn't cover every decision we face in our day to day roles, and sometimes situations might arise where initially we're not quite sure what to do. This is where we need to think carefully and exercise good judgement to do the right thing. It might involve not only considering 'can we do it' but 'should we do it' taking account of the particular circumstances.



What we expect of you

Consider 'can we' and also ask yourself 'should we':

- **'Can we' -**
  - Does it comply with laws, regulations, internal policies and standards and the requirements in this Code of Conduct?
- **'Should we' -**
  - Does it align with Origin's Values?
  - Is it honest and ethical?
  - What is my intuition or gut feel?
  - Would I be prepared to be held publicly accountable for the decision?
  - Would I feel comfortable telling my leader or family and friends?
- Monitor complaints from stakeholders
- Take action fairly and as quickly as possible to respond to and address any complaints that suggest our conduct has or might have fallen short of the standards in this Code of Conduct

Other resources

- Anti-Bribery & Corruption Policy

We act honestly, ethically, with integrity & we do the right thing

Anti-Bribery & corruption

We must not engage in bribery or corruption in any of the jurisdictions in which we operate.

Origin's Anti-Bribery & Corruption Policy prohibits deliberate acts of bribery or corruption (e.g. making or receiving improper payments and engaging in corrupt business practices) and also regulates conduct that might not necessarily be intended as an attempt to influence a decision or outcome but could be interpreted that way, e.g. sponsorships.

Other resources

- Anti-Bribery & Corruption Policy



What we expect of you

- Act honestly and ethically in your dealings with or on behalf of Origin
- Not make, offer, promise to make, or receive a payment or transfer anything of value, in return for an unfair business advantage
- Not offer a benefit to a third party in return for an unfair business advantage or where the benefit exceeds common courtesies of general commercial practice
- Not engage in fraudulent or corrupt business practices for the benefit of Origin, yourself, or another party
- Not offer or make facilitation payments either directly or through a third party, which are payments to public officials to secure or expedite a routine government service that Origin is already entitled to under law and in the ordinary course of business
- Not accept travel and accommodation offered by a third party for any reason
- Not accept money, gifts or any other enticement to award a contract
- Not make direct political donations to political parties
- Carefully consider all charitable donations or sponsorship by Origin so that they are not viewed as inducements
- For third parties (e.g. agents) acting on our behalf:
  - Always undertake appropriate due diligence to gain assurance that they will not engage in corrupt activity (additional pre-approvals are required for any third party appointments who will engage with public officials on Origin's behalf – refer page 21)
  - Set fees/commission to be reasonable, commensurate with the scope and nature of the service provided and on arm's length commercial terms

We act honestly, ethically & with integrity when engaging with government & suppliers

Working with government

Our relationships with government officials and other public officers are important to enable us to contribute to public policy discussions and attempt to drive sensible policy outcomes.

It is also important for us to keep these stakeholders up-to-date about our activities and issues that are of interest to them and to share our announcements, in many cases, before they happen.

When engaging with any governments, their representatives or other public bodies (whether Australian or international), it is important for us to engage honestly and with integrity, regardless of the forum or nature of the interaction, including:

- Face-to-face meetings
- Site visits and inspections of key assets
- Working with our industry bodies or one-on-one
- Events and functions (that comply with Origin's Anti- Bribery & Corruption Policy on political donations)
- Policy submissions



What we expect of you

- Behave in a professional, honest manner at all times whilst representing Origin in any interactions with government
- Reflect the views and policy positions of Origin (putting aside your personal views)
- Co-operate with all government-related requests where possible, including submitting relevant policy submissions
- Flag potential issues with Origin's Government Engagement team that may need to be addressed with a government stakeholder
- Not attend a paid political party event unless you have permission from the General Manager, Government Engagement
- Not speak on behalf of Origin, or purport to express the views of Origin, unless you have the authority to do so

Other resources

- Anti-Bribery & Corruption Policy
- Corporate Communication Standard

We act honestly, ethically & with integrity when engaging with government & suppliers

Working with suppliers

- All procurement activities must be conducted in accordance with the Procurement Standard which sets out the mandatory requirements for selection, engagement and management of suppliers as outlined in more detail in Origin's procurement and contract management process. These are the foundation for ensuring that probity, value (in all its forms) and risk are considered at all stages of the procurement and contract management lifecycle.
- We also recognise that our purchasing decisions have far-reaching consequences for our communities and environment. That's why we seek to improve our supply chain's social, ethical and environmental footprint. We share our expectations with our suppliers through Our Supplier Code and select suppliers who share these attributes. Examples of these initiatives include aiming to increase the sourcing of goods and services from regional Australia with a particular focus on the local communities where we operate, proactively seeking opportunities for Indigenous-owned businesses to participate in our supply chain and offering more favourable payment terms to Australian small businesses.

Other resources

- Supplier Code
- Anti-Bribery & Corruption Policy
- Delegation of Authority & Accountability Policy
- Procurement Standard



What we expect of you

If you are involved in procurement activities, you must inform yourself of the Procurement Standard, the procurement and contract management process and comply with the below expectations:

- Before entering into a contract or commitment with a supplier, ensure that:
  - The risk and value (including potential opportunity costs) associated with the purchasing decision are considered and understood
  - Origin's commitments to include regional and Indigenous business wherever possible are considered in the supplier selection decision
  - Contracts are awarded to reputable, competent and qualified suppliers based on merit using objective selection and evaluation criteria
  - The supplier and any subcontractors understand, and are able to follow, Our Supplier Code
  - All required internal approvals including Delegations of Authority approval (as defined by the Delegation of Authority and Accountability Policy) for the total commitment are obtained and a valid purchase order is issued to the supplier before work commences
- While the supplier is working for Origin, ensure that:
  - Risks continue to be assessed and appropriately managed throughout the life of the contract
  - Any activity that is inconsistent with Our Supplier Code is reported
  - Contract management reviews and activities are conducted
  - Invoices clearly and fairly represent goods and services provided and payments are made on time
  - Contract close out activities are performed

We manage conflicts of interest effectively

Conflicts of interest

Everyone is expected to act impartially in Origin's best interests and not allow any conflict of interest to influence their decisions, actions or other behaviour.

Actual, potential or perceived conflicts of interest can arise in situations where personal or private interests conflict, or could conflict, with the best interests of Origin. Conflicts of interest can arise through relationships that exist, e.g. a personal or financial connection with a supplier, competitor or other third party that Origin engages with. Conflicts of interest can also arise through the actions individuals undertake, e.g:

- Seeking to use your association with Origin to accept or request a personal benefit from third parties that Origin engages with if the benefit goes beyond gifts or hospitality that are common courtesies of general commercial practice
- Being in a position to influence the recruitment, employment conditions or performance assessment of a family member at Origin

Actual, potential and perceived conflicts of interest must be reported to the relevant line leader, and a senior leader should also be made aware.

Where a conflict of interest exists, it is sometimes appropriate for the Origin individual to be removed from the conflict or for other measures to be implemented to manage it. Relevant leaders will determine any appropriate measures in the circumstances.

If you're unsure, it never hurts to ask and declare. Origin takes conflicts of interest seriously and considers a failure to declare them a breach of the Code of Conduct.



What we expect of you

- Declare any affiliations or relationships (e.g. business, personal, familial or other relationships) which might create an actual, potential or perceived conflict of interest with your work
- If measures have been established to manage a conflict of interest, abide by these (e.g. excusing yourself from meetings or decisions)
- Avoid circumstances that compromise or appear to compromise Origin's interests or your ability to make impartial business decisions
- Not use Origin property, information or your position for personal gain, for competing with Origin or for benefiting or promoting your private interests or those of your family and other personal affiliations
- Not take for yourself, or divert from Origin, any opportunities that are discovered through your work at Origin
- Discuss with your leader and seek clearance before becoming involved in outside businesses or activities which may create any actual or potential conflict or impact your obligations to Origin. Even where no conflict of interest arises, any involvement in outside businesses or activities should be kept separate to your role at Origin
- Seek approval from your EGM and the Company Secretary before accepting a directorship appointment and, if appointed, disclose any material personal interests and related party transactions
- Comply with the Anti-Bribery & Corruption Policy in respect of travel, gifts, hospitality and donations to third parties, including seeking EGM approval where required Declare any actual, potential and/or perceived conflicts of interest prior to being involved in procurement decisions or activities and abide by the Procurement Standard and the procurement and contract management process
- Not pursue any personal activities outside of Origin that could conflict with Origin's reputation or best interests. This includes (without limitation) posting information or making comments on social media or the internet that are disparaging of Origin or otherwise have the potential to harm Origin's reputation

We manage conflicts of interest effectively

Gifts & hospitality

Giving or receiving gifts or hospitality must not go beyond common courtesies of general commercial practice.

We recognise that giving or receiving gifts or hospitality can be involved in maintaining and developing some business relationships, however, these activities must be carefully considered and managed so as not to be perceived as influencing business decisions, creating conflicts of interest or otherwise creating an adverse impression of how Origin does business.

As a general principle, gifts and hospitality should not be excessive in value or frequency and should not go beyond those that are common courtesies of general commercial practice.

What we expect of you

- Familiarise yourself with and adhere to Origin's Anti-Bribery and Corruption Policy
- Seek prior EGM approval to give or receive gifts or hospitality that go beyond the common courtesies of general commercial practice (over $200 for gifts and $200 per person per event for hospitality)
- Not give or accept gifts of cash or cash equivalents from third parties, including suppliers, potential suppliers or other stakeholders
- Not accept any efforts made by others (including suppliers, customers or other stakeholders) to unfairly or inappropriately influence any decision-making process in order to achieve an unfair advantage or benefit
- Not accept travel and accommodation offered by a third party for any reason
- Obtain prior EGM approval for Origin to cover travel and/or accommodation for a third party (approval will only be provided where there is an appropriate business reason to do so)
- Not accept gifts or hospitality from a supplier during or in the lead up to a procurement sourcing activity (e.g. a tender)
- Not offer gifts or hospitality to public officials or their family members, or make a donation to a political party on behalf of Origin

Consensual personal relationships

Origin recognises that consensual personal relationships can develop in the workplace.

However, it is important that these relationships do not affect the working environment experienced by others, impair performance of work duties or create a conflict of interest.

If you are involved in a consensual personal relationship with a work colleague, you must inform your leader and take any actions required of you to remove any actual, potential or perceived conflict of interest.

What we expect of you

- Inform your leader if you are involved in a consensual personal relationship with a work colleague

Other resources

- Anti-Bribery & Corruption Policy



We recognise our responsibilities to our customers, communities & planet



Customers

Landholders

Environment

Traditional Owners

Protecting personal information

Engaging with our stakeholders

Customers

We aim to provide smart, connected and cleaner energy solutions to customers while maintaining reliable energy supply and providing outrageously good customer experiences.

That means we should:

- Find ways to make energy more affordable for our customers including setting prices to pass through the costs we incur and generating a fair return to keep investing back in our business
- Design and communicate products and service experiences in ways that are simple, clear and transparent
- Proactively support vulnerable customers
- Disconnect customers only in strict adherence with regulations and internal policy
- Pursue any outstanding payments in strict adherence with regulations and internal policy
- Resolve customer enquiries and complaints effectively and identify learning opportunities to enhance our service delivery and customer experience

What we expect of you

- Think customer and act in accordance with the above principles to the extent they relate to your role at Origin
- Own customer issues and ensure they are appropriately resolved
- Advocate on behalf of Origin, knowing our products and services



Landholders

Our relationships with landholders in the areas where we operate or are interested in exploring or developing are critically important.

The foundation of Origin's approach to land access is that landholders make a fully informed decision about entering into a compensation agreement with us. We look to provide landholders with relevant information about our approach, their rights and what they can do if they have a concern about our conduct.

Origin has set Standards of Behaviour that relate specifically to our interactions with landholders. We are also required by law to comply with regulatory requirements around land access.

What we expect of you

- If your role involves engaging with landholders, complete and adhere to all assigned training on Origin's Standards of Behaviour and regulatory requirements (e.g. the Land Access Code in Queensland)
- Be courteous and respectful when engaging with landholders
- Comply with the terms of the agreement with the landholder
- Minimise disturbance to people, livestock and property, including by leaving gates as you find them, removing all of our waste and avoiding spreading declared pests, particularly weeds
- If the landholder has a complaint, follow up with the Landholder Liaison Officer and your leader immediately
- Use and maintain existing access points and tracks where possible
- Drive at an appropriate speed on landholder property and, if it is wet, avoid or minimise driving on private land. If you must be there, reduce speed to minimise damage to access tracks
- Not install gates or cut fences, unless agreed with the landholder

We care about our impact

The environment

In line with Origin's Purpose of getting energy right for the planet, we care about our impact on the environment and seek to develop and operate responsibly and manage the impacts of our activities in the environment in which we work, including by:

- Abiding by environmental laws and regulations
- Managing the impact of our activities and utilising resources and energy efficiently
- Encouraging actions that contribute to environmental protection and our decarbonisation priorities
- Creating environmental awareness amongst our employees
- Rehabilitating areas we disturb consistent with any applicable laws and in an appropriate condition for planned re-use activities

We strive to engage with the communities in which we operate on environmental matters that impact them, including carbon and other air emissions, water, waste, biodiversity, land use and site rehabilitation.

We monitor our environmental performance and report regularly on environmental performance and issues.

What we expect of you

- Understand the potential environmental impacts of the tasks you perform and strive to conduct your activities in ways that avoid, minimise and rehabilitate impacts to air, water, land and biodiversity, including greenhouse gas emissions, in accordance with our HSSE Management System
- Comply with the legal and regulatory environmental requirements of the operating licenses for our activities
- Identify and understand environmental risks and manage them safely and responsibly
- Report any potential impact to the environment to your leader who should then consult with the relevant business unit Environmental Team to discuss next steps
- Undertake and adhere to all environmental awareness and training programs assigned to you

Traditional Owners

Origin acknowledges the continuous connection of Indigenous Peoples to their country.

Origin also respects the rights of Indigenous Peoples to maintain their culture, identity, traditions and customs.

Origin works to implement our obligations in our formal agreements with Traditional Owners.

What we expect of you

- Not enter onto, damage or interfere with any cultural heritage or sacred site
- Not disturb or remove any sacred objects or material that has cultural heritage value
- Behave in a manner that is respectful to the Indigenous communities where we work and operate
- Where we have formal agreements with Traditional Owners, implement the relevant intent and obligations of those agreements
- Report any potential impact to the environment to your leader
- Undertake and adhere to all cultural awareness training assigned to you

Other resources

- Human Rights Position Statement
- Environment Position Statement
- Supplier Code
- Sustainability Report

We protect personal information

Protecting personal information

We care about privacy and complying with the Privacy Act's requirements for collecting, protecting and handling personal information.

We must protect personal information and privacy of all individuals who engage with us, whether they be customers, shareholders, landholders or other members of the community who engage with us.

Personal information is information or an opinion that can identify an individual or is about an identifiable individual.

Other resources

- Privacy Policies
- Privacy Act
- Information Security Policy

What we expect of you

- Complete and comply with all assigned privacy training
- Handle all personal information in accordance with applicable privacy regulatory obligations and in line with our privacy policies
- Report any privacy data breaches to your leader and privacy@origin.com.au
- Carry out a Privacy Impact Assessment and implement appropriate controls to manage privacy risks when engaging in a high privacy risk project



We protect Origin's business & assets



Confidential information

Information & cyber security

Permitted use of assets

We protect Origin's information & IT assets

Protecting confidential information

We all play a role in protecting Origin's confidential information.

During the course of your work, you might have access to confidential information. Some of this information might also be material price sensitive information that is not generally available. You must protect the confidentiality of all confidential information and must not, at any time, use or disclose it except as authorised or required in the legitimate performance of your duties.

Origin in some cases uses information barriers to control the flow of inside and confidential information through organisational structures, procedural controls and (where appropriate) physical separation. Where these apply, they must be complied with.

What we expect of you

- Be aware of what information is confidential
- Always protect and maintain the confidentiality of Origin's confidential information, including intellectual property
- Not, at any time, whether during or after ceasing employment with Origin, use or disclose confidential information other than as authorised or required in the legitimate performance of your duties
- Immediately notify your leader, the Legal Team or the Compliance Team of any suspected or actual unauthorised use or disclosure of confidential information, or any breach of information barriers, whether deliberate or accidental
- Use the confidentiality labelling IT functionality where appropriate or as directed (also see Information Security Policy)
- Enter into a confidentiality agreement with a third party before starting negotiations or any other engagement with a person outside Origin who may receive or access Origin's confidential information
- Comply with any information barriers and confidentiality agreements in place
- When in doubt, contact a member of the Legal Team or Compliance Team
- Read, understand and comply with Origin's Information Security Policy

Information & cyber security

Protecting Origin's IT systems, information and business processes from significant cyber related disruptions or data breaches, whether caused by malicious attacks or unintentionally, is everyone's responsibility.

The way you work with information and systems in your day to day activities matters to safeguard Origin from such events.

Origin has established protocols for protecting our IT systems and information, and it is important that these are followed.

What we expect of you

- Inform yourself and treat Origin systems and information assets in line with the requirements set out in Origin's Information Security Policy which outline the minimum steps to ensure that Origin systems and data are protected
- Complete and comply with all assigned security training
- Access and use Origin systems and information in accordance with the Information Security Policy and avoid prohibited activities outlined in it
- Label information with the appropriate security classification and handle it accordingly
- Adopt additional security controls for information labelled as 'Confidential' or 'Commercially Sensitive', e.g. access management, encryption, storing physical print-outs in a locker
- Store information in accordance with the 'What to save where' guideline
- Not copy or store Origin Information on personal devices without the approval of the Cyber Security Team
- Not capture or record Origin information or facilities using any device or technology not issued or approved by Origin, including smart glasses, wearable recorders, and AI transcription or notetaking tools
- Undertake a cyber security assessment for inherently risky activities
- Immediately report security related events and incidents to your leader and the IT Service Desk (1800 065 322 or +61 8 8217 5322 if outside Australia)

Other resources

- Information Security Policy

We only use IT information assets for permitted purposes

Only use Origin's information assets for permitted purposes

Origin's information assets must not be used for unlawful purposes or otherwise than for business use. However, all users are permitted to limited personal use such as sending personal emails or Internet browsing, provided it is minor, infrequent and little or no cost or risk to Origin.

Personal use should not impact productivity or contravene the prohibited activities. Origin reserves the right to delete, stop access to or quarantine any information assets associated with prohibited activities.

Users of Origin's systems are subject to continuous monitoring, logging and alerting which includes monitoring and recording of emails, websites visited and access to systems and files. Further, to assist with workplace efficiency, Origin may run programs on devices such as tablets and mobile phones to track the location of the device.

What we expect of you

Not use Origin's information assets for:

- Any illegal, unlawful or unethical purpose
- Accessing, transmitting or storing inappropriate or pornographic material
- Causing actual or potential harm or reputational harm to Origin or anyone else
- Conducting private business for personal gain or for gambling
- Transmitting, storing or participating in chain, spam, nuisance or hoax email



We are all accountable for complying with our Code & we speak up if we have concerns



Holding ourselves & others to account for complying with our Code of Conduct

Speaking up

Additional expectations of leaders

We hold ourselves & others to account for complying with our Code of Conduct

Our being accountable value

At its heart, our being accountable value means:

- Doing what we say we will do and meeting our commitments
- Taking responsibility and ownership for the impact of our actions
- Acknowledging, owning and learning from our mistakes – and not laying blame
- Working to achieve the best possible results

Other resources

- Counselling & Discipline Standard



Being accountable under our Code of Conduct

The principles in our being accountable value apply to our day to day work activities and also to how we must conduct ourselves under our Code of Conduct. We must hold ourselves to account for complying with the Code and also hold others to account for doing so. This means we must all:

- Familiarise ourselves with this Code of Conduct and complete all Code of Conduct and other training assigned to us
- Comply with the requirements under the Code
- Ask for help if ever an answer isn't clear
- Leaders are accountable for role modelling the requirements under this Code as well as the additional responsibilities outlined on page 35

What happens if there is a failure to comply with our Code of Conduct?

- Any suspected breaches of this Code will be reviewed and may result in counselling or disciplinary action including termination of employment or engagement with Origin
- Serious breaches could also result in legal action against Origin and individuals involved

We speak up if we have concerns, without fear of retribution

Speak up if you have a concern

If you experience or observe conduct that is, or might be, contrary to this Code or Origin's Values, we encourage you to speak up as soon as possible.

Sometimes you have a responsibility to speak up

Some areas of this Code require you to speak up if you observe irregularities or suspected breaches . In these situations, you have a responsibility to speak up and raise the issues as soon as possible in accordance with the procedure outlined in the relevant section of the Code.

Other resources

- Speaking Up Standard
- Whistleblower Policy
- ConcernLine
- Employee Assistance Program (EAP)

Speak up knowing you'll be supported

Concerns that are raised will be taken seriously and you will be supported when you speak up. You will not be disadvantaged or treated unfairly for raising a genuine concern.

How to speak up

- Talk to your leader in the first instance
- If it's not appropriate, or you're not comfortable, raising the concern with your leader, raise the concern with your one-up leader, your EGM, People & Culture or the leader responsible for the relevant area in this Code
- If you wish to remain anonymous or you consider that a previously raised concern was not appropriately managed, you can report your concern to ConcernLine

Whistleblower concerns

If your concern relates to illegal activity, serious misconduct, corruption or misappropriation of funds, or other disclosable matters, Origin's Whistleblower Policy may apply. The Whistleblower Policy provides protections and measures so that eligible whistleblowers who make a disclosure may do so confidentially and without fear of reprisal, victimisation or detriment.



Additional expectations of leaders



Our expectations of leaders

As a leader you:

- Are held to a higher standard in upholding the Code, in line with your Value and Behaviour level.
- Have a role in helping your team understand core expectations, processes and requirements so we always make the right choice - from supporting our people's experience and sense of inclusion and belonging, to getting things right with laws and regulations (including those that apply to employee entitlements), nurturing our people's learning and development and always putting their health and safety first.

In line with our People Leadership Habits, there are additional expectations of leaders with respect to this Code.



Walk the talk

- Role model Origin's Values and this Code, periodically self reflecting on whether people around you would consider they're seeing anything you're doing that doesn't fully align with these standards
- Be aware of the laws and regulations that apply in your area of accountability as well as Origin internal policies and standards that apply to you and your teams
- Ensure that systems, processes and governance frameworks are in place for areas where you have accountability, including where you are accountable for processes and systems that people beyond your reporting lines rely on in order to comply with this Code (e.g. Origin's Gifts & Hospitality Register)
- Assess physical and online working environments and activities (including events) on an ongoing basis to identify and address any areas of risk
- Where relevant situations arise, ask yourself 'can we vs should we' and pose this question to colleagues and within your teams
- Reinforce the importance of speaking up and the channels available to do so
- Report any known or suspected instances of non-compliance to the appropriate channels, take appropriate action to remediate any adverse outcomes and address the root cause of the issue (whether through operational and/or people management processes)
- Be accountable for your team's work, even if specific tasks are delegated



Give honest feedback

- Hold your teams to account for aligning with Origin's Values and complying with this Code
- Ask your team for feedback if they think you could enhance your behaviour and actions to better align with Origin's Values and this Code (unless there are clear breaches, in which case, they need to be reported and managed - see pages 33-34 above)



Coach not command

- Coach your teams if there are opportunities to enhance their alignment with Origin's Values and this Code (unless there are clear breaches, in which case, they need to be reported and managed - see pages 33-34 above)
- Having set clear expectations for your team on the outcomes and behaviour they are accountable for, provide support, recognition, training and clarity on consequences



Embrace change

- Consider ways to improve how you and your team conduct themselves as well as any improvements to systems, processes or governance processes that people are expected to rely on in order to comply with this Code



Tell the story

- Reinforce with your teams the importance of living Origin's Values, acting ethically, complying with laws and regulations and otherwise acting in accordance with this Code
- Embed Origin's Values and the Code within your teams by referencing them in your discussions, decisions and other interactions, and ideally doing periodic reflections with your teams including if (and even more so where) things haven't gone to plan

Appendix A: Unacceptable behaviour at Origin

The table below sets out definitions and examples of unacceptable behaviour at Origin.

Unacceptable behaviour	Definition	Examples
Bullying	Repeated unreasonable behaviour, directed towards a person or group of people, that creates a risk to health and safety. *Reasonable management action carried out in a reasonable way is not bullying.*	• Abusive, insulting, or offensive remarks • Belittling or humiliating conduct • Aggressive or intimidating conduct • Harsh or unjustified criticism • Deliberate exclusion from work-related activities • Unreasonably withholding information • Unreasonable deadlines or work expectations • Spreading malicious rumours • Practical jokes or sabotaging work
Discrimination	When a person is unfairly treated or unreasonably disadvantaged because of a protected attribute. *Protected attributes are outlined in applicable Federal, State and Territory anti-discrimination laws and include age, sex, gender, sexuality, disability, race/ethnicity, religion, pregnancy, and family or caring responsibilities.*	Direct discrimination • Rejecting a suitably experienced and qualified job applicant because of their age • Suspecting an employee of misconduct because of their race • Allocating menial tasks to an employee because of their sex or gender Indirect discrimination • Unreasonable rostering or work schedules that disadvantage employees with caring responsibilities • Unreasonable physical job requirements that disadvantage applicants with a disability
Harassment	Unwelcome conduct related to a person's protected attribute, in circumstances where it is reasonable to expect that the person harassed would be offended, humiliated, or intimidated.	• Slurs, jokes, or offensive remarks about a person's race or ethnic background • Threatening, intimidating or hostile acts towards a person because of their religion • Negative stereotyping of a person's sexuality
Sex or gender-based harassment	Unwelcome conduct of a demeaning nature relating to a person's sex or gender, in circumstances where it is reasonable to expect that the person harassed would be offended, humiliated, or intimidated.	• Inappropriate comments or jokes about a person's sex or gender • Gendered insults or slurs • Asking intrusive personal questions relating to a person's sex or gender • Deliberately using incorrect pronouns for a person • Belittling a person's accomplishments because of their sex or gender
Conduct that creates a hostile workplace environment on the grounds of sex	Conduct that could reasonably be expected to create a workplace environment that is offensive, intimidating, or humiliating to individuals of a particular sex. *Irrespective of whether the conduct is directed at, or witnessed by, any person of the impacted sex.*	• Derogatory remarks based on gendered stereotypes • Display or circulation of sexist, pornographic or sexual images • Sexist comments, jokes, banter, nicknames or gendered insults
Sexual harassment	Unwelcome conduct of a sexual nature, in circumstances where it is reasonable to expect that the person harassed would be offended, humiliated, or intimidated.	• Explicit or suggestive remarks, gestures, images, videos or content of a sexual nature • Repeated invitations to non work-related social activities • Touching or invasion of personal space • Remarks about physical appearance • Sexual advances, requests or pressure for sexual acts • Sexual assault (kissing, groping, intercourse, or other sexual touching without consent)
Sexual conduct	Consensual conduct of a sexual nature that is inappropriate in a work-related setting.	• Kissing • Sexual touching of self or others • Sexual comments, jokes and banter • Nudity or revealing clothing
Unprofessional conduct	Conduct that undermines respect, inclusion or collaboration in the workplace, or is otherwise inappropriate in a work-related setting. Repeated acts of unprofessional conduct could also amount to bullying.	• Abrupt, rude or condescending communication • Insubordinate, undermining, belligerent or arrogant behaviour • Offensive remarks, gestures or body language • Dismissive or inconsiderate behaviour • Failing to acknowledge or respond to others • Gossiping or spreading rumours • Discussing topics that are inappropriate for a work-related setting • Raising concerns through inappropriate channels • Unreasonable exclusion or withholding of information

Continued over page >

Unacceptable behaviour	Definition	Examples
Lateral violence	Harmful behaviours that occur within a group, involving individuals or groups attacking or undermining others as a result of societal disadvantage, discrimination and oppression. *Repeated acts of lateral violence could also amount to bullying.*	• Gossiping • Criticising, shaming or judging • Conflict or feuding • Undermining or sabotage • Social exclusion • Targeting individuals who stand out or excel • Forming exclusive groups that alienate others
Violence and aggression	Hostile behaviour or the intentional use of force to intimidate, dominate or cause harm, injury, or distress.	• Hitting, pushing, or grabbing • Threatening remarks or gestures • Aggressive outbursts or yelling • Throwing objects • Damaging property
Victimisation	Treating or threatening to treat a person unfairly because they have reported (or intend to report) unacceptable behaviour or other concerns in the workplace, assert their rights under law, or help someone else to do so.	• Intimidating a person to stop them from reporting • Excluding a person from work-related social activities because they provided a witness statement • Dismissing or threatening to dismiss a person because they reported genuine concerns
Vilification	A public act that incites hatred, contempt, or ridicule towards a person or group of people because of their race, religion, sexuality, gender identity, HIV/AIDS status, or other protected attributes.	• Circulating content that portrays a racial group as dangerous, or untrustworthy. • Displaying images or symbols that ridicule or incite hatred towards a religious group. • Encouraging others to exclude, mock or humiliate a person because of their transgender identity.

Code of Conduct

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Further information about Origin's Code of Conduct can be found on our website:

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