



Modern Slavery Statement

FY2024

snowyhydro

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Introduction

This Modern Slavery Statement is made by Snowy Hydro Limited (ACN 090 574 431) for the financial year ending 30 June 2024 (**Reporting Entity**). References in this Statement to “**Snowy Hydro**”, “**we**”, “**our**” refers to the Reporting Entity and its wholly owned subsidiaries unless stated otherwise.

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

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



Safety

Safety is always our number one priority



Teamwork

We help each other succeed through support and trust



Ownership

We take pride in our work and own our choices



Agility

We are adaptable and embrace change



Decency

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



Courage

We speak up and act for what’s important

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

Our structure, operations and supply chains

Our Structure

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

Snowy Hydro Limited is the holding company of the group, wholly owning the following subsidiaries:

Name of Entity	Country of Incorporation	% Ownership	
		2024	2023
Parent Entity			
Snowy Hydro Limited (b)	Australia	-	-
Controlled Entities			
Snowy Hydro Trading Pty Ltd (c)	Australia	100	100
Red Energy Pty Ltd (a) (c)	Australia	100	100
Latrobe Valley BV (c)	Netherlands	100	100
Valley Power Pty Ltd (c)	Australia	100	100
Contact Peaker Australia Pty Ltd (c)	Australia	100	100
Lumo Energy Australia Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (NSW) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (Qld) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy (SA) Pty Ltd (a) (c)	Australia	100	100
Lumo Energy Telecommunications Pty Ltd (a) (c)	Australia	100	100
Lumo Generation NSW Pty Ltd (a) (c)	Australia	100	100
Lumo Generation SA Pty Ltd (a) (c)	Australia	100	100
Emagy Pty Ltd (a) (c)	Australia	100	100
TFI Partners Pty Ltd (a) (c)	Australia	100	100
Direct Connect Australia Pty Ltd (a) (c)	Australia	100	100
Connection Media Pty Ltd (a) (c)	Australia	100	100

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

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

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

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

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

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

1. [Snowy Hydro Limited Statement of Expectations](#)



Our Operations

Snowy Hydro has 5,500 megawatts of generating capacity across New South Wales, Victoria, and South Australia, including the iconic Snowy Mountains Hydro-electric Scheme, the Valley Power gas-fired power station, the Laverton North gas-fired power station in Victoria, the gas-fired power station at Colongra in New South Wales, and diesel generation at Port Stanvac and

Angaston in South Australia. In addition to the electricity generated by our power plants, the energy purchased by Snowy Hydro as wind and solar offtakes continues to grow, delivering approximately 2,100 gigawatt hours in 2024 and increasing to approximately 4,900 gigawatt hours per annum from 2030.



Snowy 2.0

Snowy 2.0 is a critically important, pumped-hydro expansion of the Snowy Scheme that will underpin Australia's transition to a renewable energy future.

Snowy 2.0 will link two existing Snowy Scheme reservoirs, Tantangara and Talbingo, and its new power station with six pump turbines will be located about 800m underground. Water in the top storage will be released for energy generation at peak demand and pumped back when there is excess renewable energy in the grid, so Snowy 2.0 is ready to meet demand when needed.

Future Generation is a joint venture created to build Snowy 2.0 for Snowy Hydro Limited. The current joint venture partners are Italy's Webuild S.p.A (formerly Salini Impregilo), Clough Projects Australia P/L and US-based Lane Construction Corporation.

Snowy 2.0 is around 60% complete, with a workforce of more than 3,000 achieving good progress across the construction worksites. Significant achievements on the project during the financial year 2024 include:

- Cavern crown excavation was completed for both the Machine and Transformer Halls in the underground power station;
- Tunnel Boring Machine (TBM) Lady Eileen Hudson completed 3-kilometres of excavation in the 6-kilometre 'tailrace' tunnel linking the power station to the lower Talbingo Reservoir;
- TBM Kirsten is ready to commence excavation of the inclined pressure shaft (IPS) following the installation of 14 trial rings using concrete segments specifically designed for the very high water pressures that will be experienced in the IPS;
- Surface works continued, with significant progress at all major civil structures, including the Marica surge shaft, upper and lower water intake structures, upper reservoir gate shaft; and
- Major electrical and mechanical equipment for the underground power station is being manufactured and delivered.



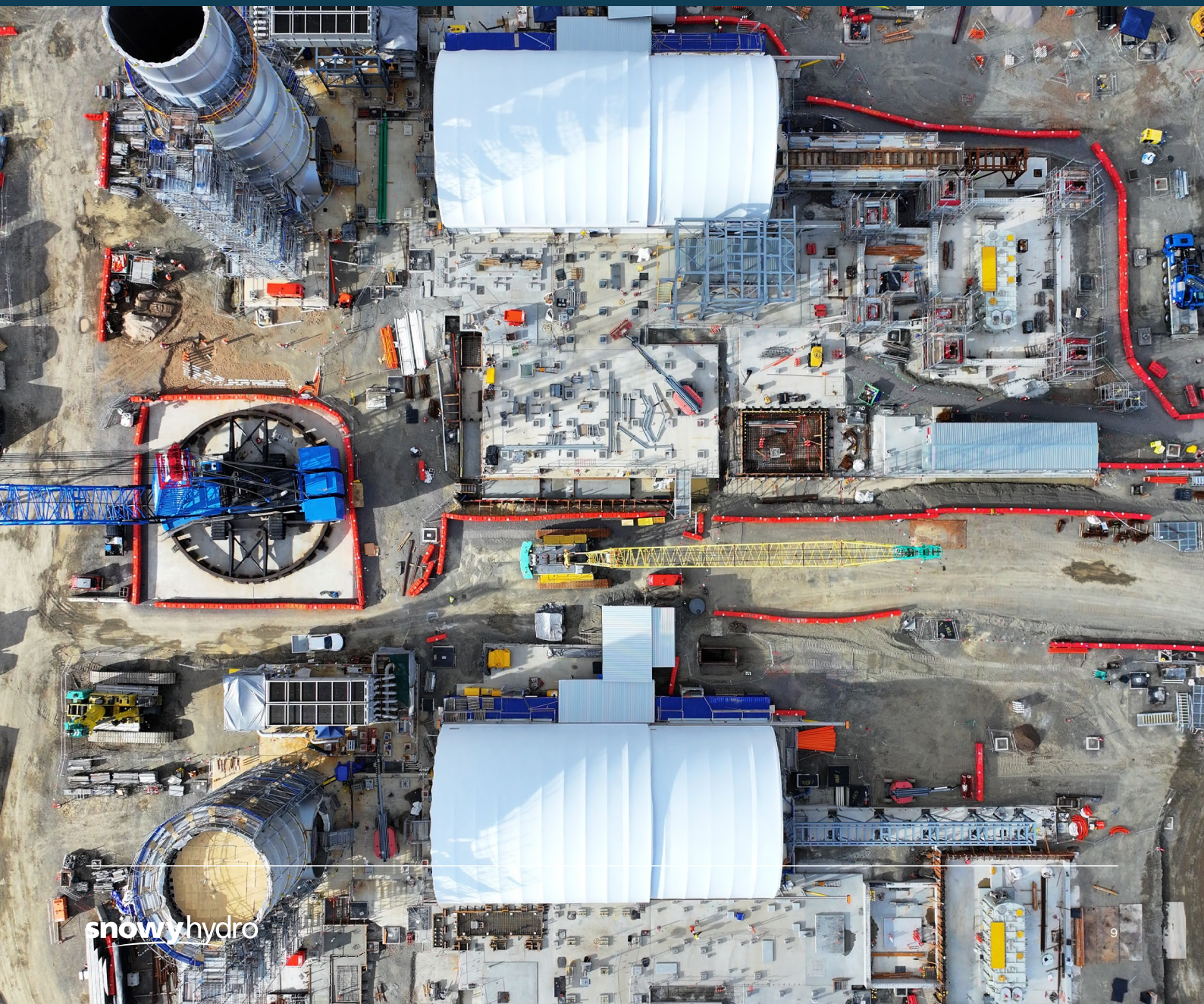
Hunter Power Project

Snowy Hydro is continuing with its development of a 660-megawatt capacity power station at Kurri Kurri in the Hunter Region.

The power station will comprise two heavy-duty, open-cycle gas turbines that will provide necessary dispatchable 'firmed' energy, ensuring security and stability to support volatility that arises from intermittent renewables. The project aims to maximise opportunities for local employment and local suppliers. In FY24, the project team carried out large-scale civil, structural,

mechanical, piping, electrical, and instrumentation works on-site, successfully achieving the final alignment of the two generator turbine units.

Looking forward to FY25, the project will see most construction work completed and transition into its commissioning phase.



Retail businesses



Snowy Hydro is the fourth-largest National Electricity Market (NEM) retailer through two award-winning retail energy companies - Red Energy and Lumo Energy.

We bring competitive tension to the NEM, which helps achieve better consumer price outcomes. Our retail businesses have 1.46 million customer accounts, including households, Small to Medium Enterprises, and Commercial and Industrial customers across Victoria, New South Wales, the Australian Capital Territory,

South Australia, and Queensland. Snowy Hydro also owns Direct Connect, one of Australia's largest moving services companies, which deals with moving renters and homeowners across the country and Snowy Energy, our Commercial and Industrial brand.



Our workforce²

Snowy Hydro employs 2,171 people, with 88.5% working on an ongoing basis. 90.9% are full-time employees, and 9.1% work part-time. 41.8% are female, 58% are male, and 0.2% are non-binary, intersex or unspecified.

Just under half of our permanent workforce above is employed under enterprise agreements, and the balance is employed under individual agreements. During the reporting period, we employed three people (two business trainees and one mechanical apprentice) under the age of 18. All three were 17 at the time of employment and turned 18 during their tenure.

Most people work in Victoria (55.4%) and New South Wales (38.5%), with 3% based in South Australia and 3.2% in other states or territories. Employees in the Snowy Mountains and other regional locations across New South Wales, South Australia, and Victoria comprise 32.8% of our workforce, while 67.2% are based in Melbourne, Sydney, and other cities. Our retail business also operates a small office in New Zealand.

Our people have skills ranging from engineering to trades, commercial, legal, human resources, and customer service. Additionally, up to 7% of Snowy Hydro's workforce are employed in training and development programs comprising apprenticeships, traineeships, scholarship students, and a graduate program. It is a core part of our talent program to skill the next generation.

2. This description includes the workforce of our subsidiary companies.



Our supply chain

Snowy Hydro sources most of its supply chain for existing generation assets and retail business within Australia.

In FY24, Snowy Hydro directly engaged more than 2,300 suppliers, with 94% of direct suppliers based in Australia. A small number of suppliers were located in North America (2%), New Zealand (1.8%), the EU (0.9%), and the UK (0.4%). Some suppliers based in Australia, particularly original equipment manufacturers (OEMs), are likely to operate or source from overseas locations.

Key overseas suppliers by FY24 spend include a management consultancy in the United Kingdom, a Mumbai-based contract centre supporting the Lumo brand, an engineering design and asset management company in New Zealand, a technical services provider in the United States, and a technology services provider in New Zealand.

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

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

The Future Generation Joint Venture (**FGJV**) and Voith Hydro (**Voith**), a world leader in hydropower engineering and equipment supply, manage the manufacture and supply chain of the Snowy 2.0 project.

Snowy Hydro also manages several other minor contractors that provide auxiliary services to the main project, including the design and supply of fish screens and weirs for the existing reservoirs, road maintenance and construction works, and power connections to the new power station complex. Of these suppliers, 95% operate in Australia, 2% in North America and 1% in New Zealand. One supplier operates in Shanghai, China, and is a global organisation that provides testing, inspection, and certification services.

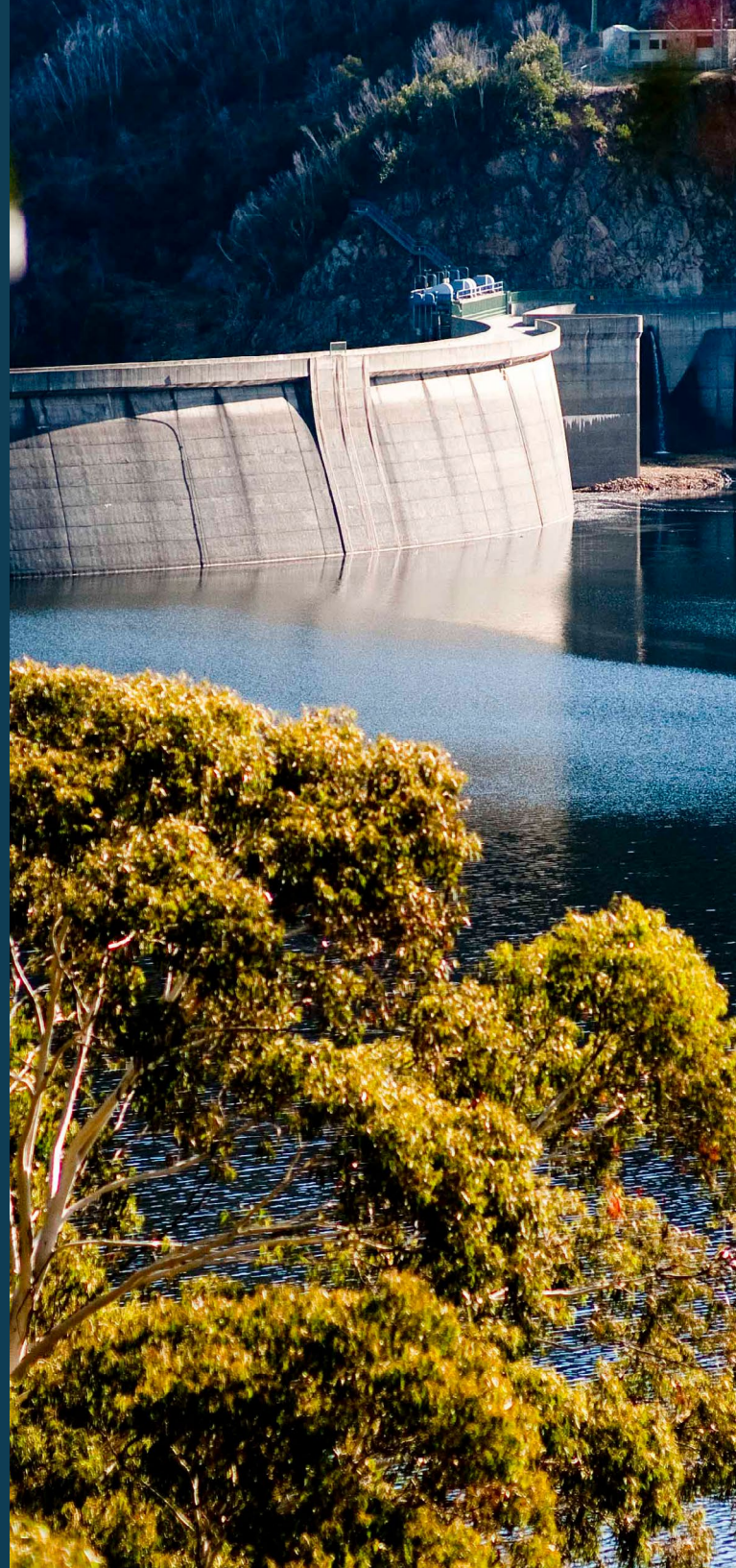
Governance

Snowy Hydro is committed to achieving best-practice corporate governance.

Our corporate governance framework and practices have been developed according to the provisions of the Corporations Act, the PGPA Act, GBE Guidelines, the Statement of Expectations issued by our Shareholder Ministers, and the ASX Corporate Governance Principles. Snowy Hydro's independent Board is responsible for the company's corporate governance. The board's core purpose and responsibilities are set out in the Board Charter.

Directors are appointed to the Board based on their relevant skills, experience, and organisational needs. The Board is supported by four dedicated subcommittees, each chaired by a Non-Executive Director, which assist the Board in discharging its governance responsibilities. These are:

- **Audit and Compliance Committee:** Provides advice on risks relating to audit, financial reporting, financial and business risk management, corporate management frameworks, and certain compliance matters.
- **Portfolio Risk Committee:** Provides advice on risks pertaining to the Company's energy trading activities (including credit risk management), treasury functions, trading operations, and corporate and strategic activities.
- **Safety, Operations, and Environment Risk Committee:** Provides advice on risks pertaining to the operations of the company's generation, hydraulic, and communication assets, workplace health and safety, and environmental practices, including water release obligations.
- **People and Culture Committee:** Provides advice on risks pertaining to the Company's human resources, including remuneration and performance measurement policy, organisational development practices, succession planning, and the remuneration of the Chief Executive Officer.



The Company's risk management framework is aligned with ISO 31000. It relies on an assessment of the potential likelihood and consequence of particular risk events in accordance with an established corporating risk ratings matrix. Each Executive is formally responsible for risk management within their areas of accountability.

Risks of modern slavery in our operations and supply chains

Operations

Snowy Hydro’s operations remain unchanged in FY24 and are located almost entirely in Australia.

According to the Global Slavery Index, Australia is considered to have a lower prevalence of and vulnerability to modern slavery. The lower jurisdiction risk mitigates the risks of modern slavery in our operations to some extent. Still, we recognise that modern slavery occurs in all countries around the world, even those with lower risk.

Our direct employees are predominately:

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

Most base-skilled workers on our project construction sites are part of our supply chain, including via Future Generation, as opposed to our operations. The next section discusses the risks in our supply chain.

When assessing our connection to modern slavery through the continuum outlined in the UN Guiding Principles on Business and Human Rights (UNGPs), we identified a low risk that our operations have caused, contributed to, or been directly linked to adverse human rights impacts.



Supply Chains

Similarly, we applied the continuum in the UNGPs to our procurement of goods and services.

We considered there to be a low risk that we have caused or contributed to adverse human rights impacts via our supply chain. We primarily based our assessment on the industries of our suppliers and the supplier due diligence activities described below under the heading “Actions to assess and address modern slavery risk in our operations and supply chains.”

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

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

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

There are also heightened risks of modern slavery in the labour hire industry, even in low-risk countries like

Australia, where opaque subcontracting arrangements can result in worker exploitation, particularly for those on temporary visas. In this context, some recruiters seize foreign workers’ passports until the workers pay off a ‘debt’ covering their expenses, creating a situation known as debt bondage.

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

The Lumo contact centre supporting the retail business is located in India. Reports in the past have linked some contact centres in countries like India to traditional forms of labour exploitation, where workers face limited labour rights, job security, and constant surveillance.

The contractor operating the Lumo contact centre is a global company³. It reports that it has measures to mitigate, prevent, and address modern slavery risks in its operations and supply chains. Its reported measures to manage this risk include:

- operating a fully transparent recruitment policy and process;
- conducting robust document checks before the commencement of employment; and
- incorporating anti-slavery and human trafficking obligations into contractual agreements with new suppliers on a risk-assessed basis.

3. [Teleperformance Group Human Rights Policy](#)

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

Measures in our operations

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

- we assess prospective candidates' working rights in Australia during the background-checking process.
- workers have written employment contracts that set out how salaries are paid, and each worker is paid their salaries to their nominated bank account via an electronic payroll system.
- all workers have the freedom of association and the right to collective bargaining.
- the grievance mechanism in the Whistleblower Policy is available to all employees.
- employees are paid a competitive salary in line with market rates, in excess of the minimum wage.
- we comply with all applicable workplace relations and safety laws and regulations.
- the People & Culture team conducts regular formal reviews to ensure that all employees are:
 - able to work safely, with an appropriate amount of work, and with supporting arrangements in place to ensure the employee wellbeing is prioritised; and
 - being paid their due entitlements under all industrial instruments and contractual requirements.

Future Generation provide camp accommodation to workers on Snowy Hydro sites, including Future Generation employees. Future Generation's⁴ contractor manages camp accommodation for those temporarily living on-site at the following locations with approximately 1,800 beds available:

- more than 1,100 beds at Lobs Hole.
- 168 beds at Marica.
- 374 beds at Tantangra.
- 126 beds at Joule Ridge in Cooma.

Each worker at camp accommodation receives a private bedroom with an ensuite. Future Generation provide all meals, and workers can access laundry and recreational facilities.

4. [Webuild Modern Slavery Statement](#)



Modern Slavery Management Framework

We applied our framework and approach to managing modern slavery throughout the FY24 reporting period.

Our approach focuses on the following attributes:

- geographies - Where a product is manufactured or processed or service delivery occurs.
- product and service categories - The sectors from which we procure goods and services.
- vulnerable populations - For example, migrant workers and base-skilled workers.
- work practices - For example, third-party labour arrangements.
- company-specific - The practices of individual suppliers.

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

- the pre-qualification process;
- ongoing supplier management;
- standard contract provisions;
- training;
- assurance; and
- roles and responsibilities matrix.

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

As described in our 2023 Modern Slavery Statement, Future Generation's appointment included contractual obligations to comply with all modern slavery laws, not engage in modern slavery, and develop and maintain effective policies and procedures to manage modern slavery risks. These obligations are ongoing. During 2024, we engaged with Future Generation to confirm continued compliance.



Supplier Due Diligence

Snowy Hydro carries out supplier due diligence through Gatekeeper, our third-party management platform, as part of our broader Supplier Prequalification Procedure. All suppliers undergo a prequalification assessment that may include a Modern Slavery assessment.

The standard set of questions include:

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

We assess suppliers with a higher modern slavery risk profile as part of the prequalification process. As part of this process, we ask suppliers to:

- Describe the processes they have in place to mitigate the risks of modern slavery.
- Explain how they ensure that all personnel working on our sites are paid appropriately for hours worked and are not working in dangerous or exploitative working conditions.
- Provide the locations of their operations.
- Disclose any instances or concerns of forced labour, slavery, human trafficking, or human rights violations relating to their business.
- Disclose any allegations of modern slavery made against their company.
- Provide any relevant documentation that demonstrates how they minimise the risks of modern slavery.

Snowy Hydro engages suppliers where we are satisfied that they are appropriately managing modern slavery risks.



Supplier Code of Conduct

We continue to convey our expectations to suppliers through our Supplier Code of Conduct⁵, which is published on our website and sets out the minimum standards that Snowy Hydro requires of its suppliers regarding legal compliance, ethical business, risk management, human rights, social sustainability, and governance. We can refer suppliers to our Code of Conduct when they do not have a documented Human Rights policy.

Approach to remediation

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

Grievance mechanism

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

Employees, contractors, and their family members can report grievances or issues anonymously via StopLine, an independent service provider that accepts confidential reports.

Details of the online portal, phone numbers, and addresses are below:

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

Reports are thoroughly assessed and investigated, as appropriate, in accordance with the procedure outlined in the Whistleblower Policy. Information on the policy is included in relevant induction and training sessions. There were no reports relating to Modern Slavery in FY24.

5. [Supplier Code of Conduct](#)

6. [SHL Whistleblower and Public Interest Disclosure Policy](#)

How we assess the effectiveness of our actions

Our modern slavery program and reporting are supervised by our Board and managed day-to-day by our modern slavery cross-functional group. Each year, the Board approves goals for the following year (see below), which in turn assists us in developing actions for delivering those goals and our ongoing programs to manage this risk. Snowy Hydro measures the effectiveness of our actions to assess and address modern slavery risks by tracking against these goals.

FY24 goals

In our last statement, we included the following goals for FY24 and our progress against those goals are described below.

FY24 GOALS	STATUS/PROGRESS
Supplier engagement	
Continue our engagement with key suppliers and contractors with a view to validating their compliance with our Supplier Code of Conduct	Specific focus directed at suppliers assessed as being of higher risk as part of the prequalification process. This goal remains an ongoing focus and we will continue to progressively improve and mature our processes and controls.
Liaise directly with Future Generation regarding its modern slavery framework and activities and undertake an assurance program to assess its compliance with its modern slavery obligations	Confirmation was obtained from Future Generation that they remain compliant with their modern slavery obligations. Increased the number of on-site visits by Snowy Hydro employees to Future Generation manufacturing sites located overseas. While the main objective was for periodic quality checks and factory acceptance testing, our physical presence provides the opportunity to regularly observe the existence of risk conditions and indicators. This goal remains an ongoing focus, and we will continue to assess their compliance, including progressively enhancing the fit-for-purpose assurance program.
Seek information from the Lumo contact centre operator in India as to whether their workers have the freedom to join unions	Confirmation was obtained from the Lumo contact centre that their workers are free to join unions. This action is now closed.
Employee training	
Finalise and roll out training during 2024	The training was finalised and rolled out in FY24. The training materials will be subject to annual reviews and continual updates as relevant/appropriate.
Process, systems and tools	
Introduce improvements to Gatekeeper to increase the effectiveness of the questions and develop guidance to support those reviewing the responses and determining next steps	Continually improved the prequalification process, including sharpening some of the questions and guidance materials to enhance the effectiveness of the risk assessment process. This goal remains an ongoing focus and we will continue to progressively enhance and mature our prequalification process.

Goals for FY25

Most of the above FY24 goals will remain as FY25 goals as part of our continual improvement program:

- (Preventive control) Progressive enhancements of our prequalification process, guidance materials and training programs;
- (Preventive control) Ongoing proactive and upfront engagement with key suppliers and contractors with regard to their compliance with our Supplier Code of Conduct; and
- (Assurance) Continuing the assurance activities over Snowy 2.0, specifically the suppliers of Future Generation located in higher-risk geographies and/or operating in sectors with higher modern slavery risks.

In addition, we will continue to progressively improve our detective controls, specifically:

- Assess continually improving our visibility of supply chain risks beyond our direct Tier 1 suppliers (i.e. suppliers of our suppliers) in a reasonably practicable manner.



Process of consultation and statement approval

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

This Statement has been approved by the Board of Snowy Hydro Limited, the principal governing body, on 5 December 2024 and signed by a responsible member of the principal governing body.

A handwritten signature in black ink that reads "DBarnes". The signature is written in a cursive, slightly informal style.

Dennis Barnes
Managing Director and CEO

5 December 2024

Statement Annexure – Reporting Criteria

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3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	14-16
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	17-21
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	22-23
6. Describe the process of consultation with any entities the reporting entity owns or controls	24

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