

Edify Energy Best Practice Charter

Edify Energy is an Australian renewable energy development and investment company.

Edify Energy specialises in large-scale renewable energy projects across their entire lifecycle including development, financing, construction management and long-term asset management.

We see the benefits of our active, relationship-driven approach through quality, safety and our operating environment.

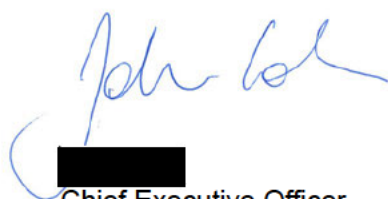
On our projects we lead quality, safety and environmental arrangements by utilising an active, relationship-driven approach. This, combined with a holistic life-cycle view, ensures safe, environmentally sound and high-performing assets that deliver for the environment, the Australian people, and the local communities in which we operate over the long-term.

As part of our commitment to best practice and continuous improvement, Edify Energy commits that it will:

- 1-** Lead and accelerate the transition to a clean and sustainable energy solution for current and future generations, including through the support and development of new renewable generation and storage projects that will deliver long-term benefits to all stakeholders.
- 2-** Respectfully and effectively consult and engage with local communities and traditional owners of the Land where we propose to develop renewable assets, with the view to:
 - (a)** consider the impacts, including perceived impacts, of our development on the local community and environment, and look to mitigate those impacts; and
 - (b)** maximise the opportunities presented by our developments on the local community.
- 3-** Provide timely, balanced and transparent information about our projects to the local community.
- 4-** Provide easy-to-access communications channels (including via internet, phone or face-to-face) for the community to communicate with us in relation to our projects, and where beneficial, consider the establishment of a community reference group to support the communication and information sharing on projects under development.
- 5-** Actively seek out opportunities to assist the local communities in which we operate and share the benefits of our developments with them, including by participating in social programmes, and sponsorships and sharing knowledge within those communities to enable the community to identify opportunities for participation.
- 6-** Collaborate with local communities to create educational opportunities and awareness about renewable energy projects and technology by sharing the unique knowledge, skills, experience that we are creating through the development of renewable energy projects.
- 7-** Support Edify staff to actively consider the impacts of our decisions on local communities and identify opportunities for local communities and businesses to constructively participate at all stages of development.
- 8-** Support the local economy by encouraging local employment and procurement opportunities where they are possible.

- 9-** Actively work with contractors on our developments to identify opportunities to build capabilities in the local communities that support the sustainable growth of new and existing local businesses and industry beyond the construction period of our projects, including appropriate training and support.
- 10-** Be sensitive to areas of high biodiversity, cultural and landscape value in the selection, design and operation of our developments.
- 11-** Seek to minimise the impacts on highly productive agricultural land where viable and explore opportunities to integrate continued agricultural production or enhance environmental biodiversity into our developments.
- 12-** Demonstrate responsible land management over the life of our developments and welcome proposals and opportunities to enhance the ecological and cultural value of the land.
- 13-** Engage and work with the community on plans for the responsible decommissioning, or refurbishment/repowering of our projects at the end of their design or permitted life and seek to provide ongoing opportunities for the community to benefit from the site.
- 14-** Minimise adverse impacts of our developments and operations on the environment and community by the recycling of waste products wherever possible and by preventing pollution or contamination of the environment.
- 15-** Take a long-term view of the renewable assets that we develop, engaging predominantly with top tier contractors and equipment suppliers and ensuring the high quality of renewable energy assets and their reliable performance to maximise the benefits of the development for all stakeholders.
- 16-** Provide equality in employment for all people employed or seeking employment with Edify Energy.
- 17-** Ensure that all persons will be given a fair and equitable chance to compete for appointment, promotion or transfer with Edify Energy, and to pursue their career within Edify Energy, and that all employment decisions relating to appointment, promotion, training and development opportunities and career development are determined according to individual merit and competence.
- 18-** Prevent, and under no circumstances condone or tolerate any form of unlawful direct or indirect discrimination or vilification, including that which relates to age, gender, sexuality, race, colour, national or ethnic origin, nationality, religious or political belief, physical impairment or disability, pregnancy or potential pregnancy, marital or domestic status, industrial activity (including trade union or employee association activity) and medical or criminal record.

This Charter has is fully supported by Edify Energy's Chief Executive Officer and its senior executive team.



Chief Executive Officer
Edify Energy Pty Ltd