



Policy no. 001

Version no 001 dated 19/10/2023

Subject: Anti-Bribery Policy

Application Areas

Perimeter: *Australia*

Prepared By: *People & Corporate Services*

Collaborator: -

Authoriser: *Board of Directors*

Applies to: *All Units*

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This policy defines Potentia Energy Group Pty Ltd (Potentia Energy) anti-bribery policy. This document shall be implemented and applied to the extent possible within Potentia Energy Group and in compliance with any applicable laws, regulations, and governance rules, including any stock exchange and unbundling-relevant provisions, which in any case prevail over the provisions contained in this document.

At the proposal of the Chief Executive Officer (CEO) of the Company, this document is submitted to the Board of Directors of the Company for approval.

This document shall require a formal review every 3 years, or earlier if determined by the business to achieve continuous improvement.

2. DOCUMENT VERSION MANAGEMENT

Version	Data	Main changes description
1	[19/10/2023]	New Policy

3. UNITS IN CHARGE OF THE DOCUMENT

Process Owner responsible for drawing up the document: P&CS

Responsible for authorizing the document: Board of Directors

4. REFERENCES

- Stop Work Policy
- Integrated Management System Policy
- Human Right Policy
- Code of Ethics
- Zero Corruption Tolerance Plan
- Compliance Program

List of documents issued by external organizations (laws, guidelines, regulations):

- * ISO 9001:2015 Quality Management System – Requirements;
- * ISO 14001:2015 Environmental management systems - Requirements with guidance for use;
- * ISO 45001:2018 Occupational health and safety management systems – Requirements;
- * ISO 50001: 2018 Energy management systems — Requirements with guidance for use



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* ISO 37001:2016 Anti-bribery management systems – Requirements with guidance for use.

5. ORGANIZATIONAL PROCESS POSITION IN THE PROCESS TAXONOMY

Business Unit(s) this applies to: All units

Macro Process: Anti-Bribery

6. DEFINITION AND ACRONYMS (In Alphabetical Order)

Acronym and Key words	Description
Potentia Energy	Potentia Energy Group Pty Ltd
The Company	Means Potentia Energy

7. ANTY-BRIBERY POLICY

Potentia Energy Group Pty Ltd supports the Group's transition and strategy with the aim of achieving energy generation based exclusively on renewable sources, providing technical guidelines and services for the operation, construction and development of the Potentia Energy Group plants.

Society is aware that the phenomenon of corruption represents an obstacle to economic, political and social development and a serious distortion of the rules, cleanliness and transparency of the markets.

Therefore, in carrying out its activities, it undertakes to fully comply with the principles of the Potentia Energy's Code of Ethics and Zero Tolerance Plan for Corruption and the Organization and Management Model, which constitute the pillars of its anti-corruption management system.

It is also committed to the pursuit of the following general objectives for the prevention and fight against corruption:

- the absolute prohibition of engaging in conduct that may constitute corruption or attempted corruption;
- strict compliance with current legislation on the prevention and fight against corruption;
- the implementation of an ISO 37001 Corruption Prevention Management System as a safeguard against corruption and for the continuous improvement of its activities;
- encouraging the reporting of possible corrupt actions, making available to employees and stakeholders the tools to report behavior not in line with the relevant company policies and protecting whistleblowers from possible retaliation;
- the prosecution of any behavior that does not comply with the policy for the prevention of corruption, with the application of the company sanctioning system;



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- the presence of a compliance function for the prevention of corruption, composed of representatives of the Audit, Legal and Corporate Affairs and HSEQ functions, which are guaranteed full authority and independence;
- the awareness and training of its employees on the issues of prevention of corruption.