



Project Code

Living and working on the Borumba Project

The Borumba Pumped Hydro Project (Project) will be the cornerstone of Queensland's energy system transformation.

Queensland Hydro's ambition is for the Project to be delivered in a collaborative and integrated manner, ensuring success for all parties involved.

How we will deliver the Project together as a Project Team is through **Behaviours** that reflect the way we work, engage, and communicate with each other and the communities we work in.

How we work together to build this iconic Project matters.

The purpose of this **Project Code** is to state the expectations of all Project team members with regards to the standard of behaviour required of them:

- On all Work Sites (including private property);
- In accommodation facilities (site based and in community accommodation);
- When interacting with community members and local stakeholders;
- When travelling to and from work; and
- When in local townships and surrounding areas.

This Project Code applies to all Project team members, which refers to all persons who directly or indirectly work for or is associated with Queensland Hydro on the Borumba Project. Project team members include Queensland Hydro staff, Delivery Partners, sub-contractors and consultants (Service Providers) on the Project.

1. General Conduct

All Project team members are expected to treat each other with mutual respect. Professionalism is expected in all interactions. The following is considered unacceptable conduct and will not be tolerated:

- Fighting, violent behaviour and aggression
- Abusive and/or offensive language
- Discrimination;
- Harassment;
- Bullying;
- Sexual Harassment;
- Vilification; and
- Victimisation.

Project team members must always adhere to the accommodation rules when staying in Project accommodation facilities.

2. Safe Today and Everyday

On the Project our Safety Promise is that we are **Safe today and every day**. No matter what part of our Project you are working on, we all have a part to play in ensuring the Project is a safe place to work.

All Project team members must abide by the Project Life Saving Rules. These rules are in place to safeguard everyone's health, safety and wellbeing.

Life Saving Rules

Queensland Hydro has the following safety fundamentals:

- ✔ **I WILL** only start work when I have been briefed and it is safe to do so
- ✔ **I WILL** always stop work and re-assess if anything changes or I am unsure
- ✔ **I WILL** always intervene if I see an unsafe condition or behaviours



Use Mobile Phones Safely

I will only use my mobile phone when I am in a safe location.



Follow Work Permits

I always obtain and work under a work permit where required.



Be trained, competent and authorised

I will only operate equipment that's fit for purpose and for which I have the necessary training, competence and authorisation.



Drive Safely

I always wear my seatbelt and check passengers have theirs fastened.



Work Safely at Heights

I always protect myself and others against falling from heights and from falling objects.



Isolate and Verify Before Work

I will always prove equipment and plant is de-energised prior to commencing work.



Be Fit for Work

I'm always fit for work and not under the influence of drugs or alcohol.



Keep Clear of Moving Equipment

I always protect myself and others from moving plant, vehicles and equipment



Keep Clear of Suspended Loads

I never stand or walk under a suspended load or lift a load over a person.

3. Caring for our environment

We are working in a biodiverse environment. We all have a part to play to minimise our environmental impact.

All Project team members must only perform work in accordance with authorised environmental permits and approved management plans. In addition, all Project team members must:

- Minimise disturbance to vegetation and land;
- Minimise vehicle movements in wet conditions;
- Prevent the spread of weed, pathogens and pests;
- Not litter and only dispose of waste properly in designated bins;
- Recycle wherever possible; and
- Remain vigilant of wildlife and livestock when driving.

The Project is located on the lands and waters of the Kabi Kabi people. During works if there is a find or unexpected find of a potential item of cultural significance, all works must cease, and a supervisor must be notified immediately.

4. Conduct in the Community

In the eyes of the community, each Project team member is a representative of the Project. As such, each community interaction is an opportunity to enhance the Project's reputation. Community interactions may occur when you are travelling on public roads; whilst working in areas adjacent to public spaces or private property, when in regional accommodation facilities or when in the communities within townships and surrounding areas outside of work hours.

Inappropriate conduct by Project team members could present a reputational risk.

When interacting with local community members or stakeholders you must always be courteous and considerate and be prepared to listen. Always be mindful of your language, including when using Project site radios.

When in the local community, keep noise at a minimum, especially early in the mornings or in the evening. It is an expectation that Project branded PPE is not worn whilst socialising in our regional communities.

When talking to the local community and stakeholders, you must not release any information regarding Project works.

The following is never permitted:

- Personal filming and photography on site;
- Posting information on any social media channel about the Project, and
- Speaking to the media regarding Project works.

We have a dedicated team responsible for engaging with community and managing media enquiries – refer any community members or the media with questions about the Project to the Community Information Line on Ph **1800 433 939** or **Borumba@qldhydro.com.au**.

5. Driving & Commuting Expectations

Project team members must comply with the Queensland Hydro Heavy Vehicle Code of Conduct and Individual Contractor's Traffic Management Plans,

Project team members must drive courteously and safely in accordance with the conditions and road rules.

You must never:

- Drive under the influence of drugs or alcohol;
- Use a hand-held mobile phone while driving;
- Carry dangerous goods, unless required to do so for business purposes;
- Carry a load greater than the designated carrying capacity of the vehicle;
- Use the vehicle for any unlawful or unauthorised purpose;
- Park illegally within surrounding townships or obstruct driveways and other entry and exit points;
- Exceed the posted speed limit; and
- Drive aggressively, such as tailgating.

Private vehicles are not permitted on the Project site. All private vehicles must be parked in designated off-site car parks for the duration of any roster or period worked on site.

6. Security

To reduce the safety risks associated with having unauthorised people on any Project site, the following must be always adhered to:

- No unauthorised visitors, including family or friends, will be permitted on the Project sites, including in Project accommodation facilities;
- Individual access cards are not to be shared;
- Gates must be kept closed;
- Report any suspicious activity;
- Do not trespass onto private land;
- Do not enter restricted access areas; and
- No weapons, including guns and knives, are to be brought on site.

7. Abiding and upholding the Project Code

Project team members have a duty to abide and uphold the Project Code. Project team members who do not act in accordance with this Project Code may have their Project and/or accommodation access revoked.