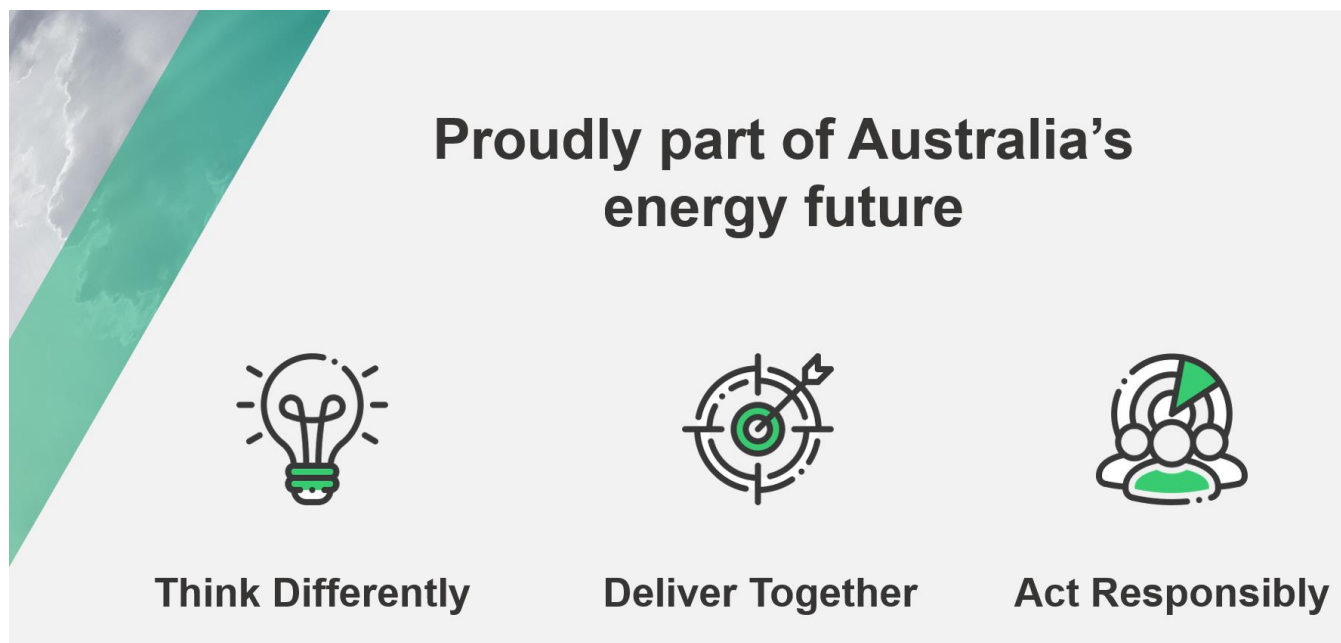


Cooper Energy Purpose and Values

CEMS | People & Culture | Other

Our Purpose tells us why we exist and our **Cooper Energy Values** are the core principles that guide our behaviour and actions in how we deliver it.



Proudly part of Australia's energy future

Think Differently **Deliver Together** **Act Responsibly**



Our Purpose is:

Proudly part of Australia's energy future

Our Values are:

- **Think Differently:** We innovate by keeping it simple while raising the bar. Nothing stops us from continually learning how to do things better and we move with pace.
- **Deliver Together:** Our clarity of purpose, can-do mindset and respect for each other means that anything is possible, and we are accountable to deliver our part.
- **Act Responsibly:** We know how to act responsibly and why it is important to work safely, keep our promises and act ethically with integrity in everything we do.

Further detail on behaviours and guard rails for our Values are provided in Appendix 2.

Role	Name	Signature
Document Author:	Ying Luo	
CEMS Review:	Joanne Bay	
Document Owner:	Nathan Bolton	
Document Approver:	The Board	

Document Properties
Doc No. CMS-LG-POL-0001
Rev: 1
Rev Date: 25 March 2024

Appendices

Appendix 1 – Revision History

Revision	Date	Revision Summary
0	25-Mar-2021	Issued for Use
1	25-Mar-2024	Revision of Company Values

Appendix 2 – Our Behaviours and Guardrails

PURPOSE: Proudly part of Australia's energy future

Our Values	 Think Differently	 Deliver Together	 Act Responsibly
Our Aim	<p>We innovate by keeping it simple while raising the bar. Nothing stops us from continually learning how to do things better and we move with pace.</p>	<p>Our clarity of purpose, can-do mindset and respect for each other means that anything is possible, and we are accountable to deliver our part.</p>	<p>We know how to act responsibly and why it is important to work safely, keep our promises and act ethically with integrity in everything we do.</p>
Our Behaviours	<p>We use judgement and make decisions that move us forward with pace</p> <p>We consider, discuss and manage risks</p> <p>We take action towards clear objectives</p> <p>We embrace change and are always thinking about ways to improve things</p> <p>We are purpose aligned as we drive for future success</p> <p>We develop solutions with current and future needs in mind</p>	<p>We unite behind our common purpose</p> <p>We thoughtfully consider who to involve</p> <p>We proactively share ideas and learnings beyond our immediate teams</p> <p>We support those around us</p> <p>We know our business and value our role as experts of our field</p> <p>We ask questions and give constructive feedback</p> <p>We take pride in the quality of our work</p>	<p>We make responsible decisions – caring for the safety, wellbeing and finances of ourselves, others and the organisation. This extends to the communities and environments in which we work</p> <p>We show integrity and are ethical</p> <p>We are open and honest and build trust by doing what we say we will</p> <p>We practice respectful challenge and speak up for ourselves and others</p> <p>We actively recognise the value people bring and respectfully interact</p>
Our Guardrails	What too little could look like		
	<p>We continue doing what we have always done or how things are always done</p> <p>We miss/overlook opportunities to improve (processes, systems, etc)</p>	<p>Being too inwardly focused</p> <p>Thinking we already have all the solutions</p> <p>Being friendly without achieving outcomes</p> <p>Assuming someone else will take responsibility</p>	<p>Avoiding challenging conversations</p> <p>We do not consider the health and safety of ourselves or colleagues</p> <p>We over promise and under deliver</p>
	What too much could look like		
<p>We move too fast or experiment without considering risks or consequences</p> <p>We do things a new way every time</p>	<p>Getting involved when its not required</p> <p>Being unhelpful or overly critical</p>	<p>Assuming we always know best</p> <p>Too risk adverse that we do not make decisions</p> <p>Spend too much time getting things perfect</p>	