

# Amplitude Energy Purpose and Values



AEMS | People & Culture | Other

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



## 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 1.



## Appendix 1 - Our Behaviours and Guardrails

### Purpose: Proudly part of Australia's energy future

OUR VALUES	THINK DIFFERENTLY	DELIVER TOGETHER	ACT RESPONSIBLY
OUR AIM	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.	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.	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.
OUR BEHAVIOURS	<p>We <b>use judgement and make decisions</b> that move us <b>forward with pace</b></p> <p>We consider, discuss and <b>manage risks</b></p> <p>We <b>take action</b> towards clear objectives</p> <p>We <b>embrace change</b> and are always thinking about ways to <b>improve things</b></p> <p>We are <b>purpose aligned</b> as we drive for future success</p> <p>We develop solutions with <b>current and future</b> needs in mind</p>	<p>We unite behind our <b>common purpose</b></p> <p>We thoughtfully consider <b>who to involve</b></p> <p>We <b>proactively share</b> ideas and learnings beyond our immediate teams</p> <p>We <b>support those around us</b></p> <p>We <b>know our business</b> and value our role as experts of our field</p> <p>We <b>ask questions and give constructive feedback</b></p> <p>We take <b>pride in the quality of our work</b></p>	<p>We <b>make responsible decisions</b> – caring for the safety, wellbeing and finances of ourselves, others and the organisation. This extends to the communities and environments which we work</p> <p>We show <b>integrity</b> and are <b>ethical</b></p> <p>We are <b>open and honest</b> and build trust by <b>doing what we say</b> we will</p> <p>We practice <b>respectful challenge and speak up</b> for ourselves and others</p> <p>We actively <b>recognise the value</b> people bring and <b>respectfully interact</b></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>