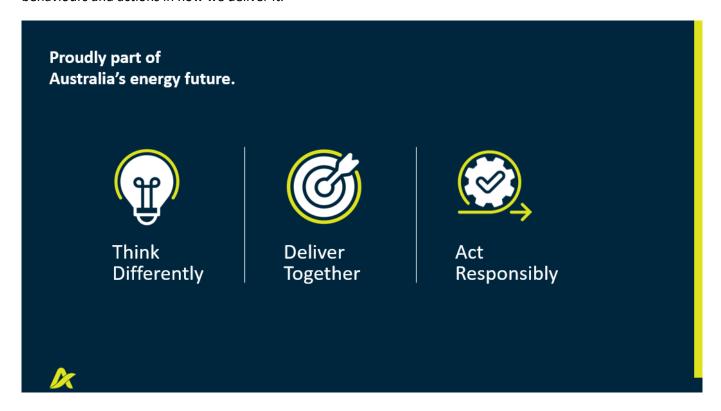
Amplitude Energy Purpose and Values



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.



AEMS | People & Culture | Other

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	We use judgement and make decisions that move us forward with pace We consider, discuss and manage risks We take action towards clear objectives We embrace change and are always thinking about ways to improve things We are purpose aligned as we drive for future success We develop solutions with current and future needs in mind	We unite behind our common purpose We thoughtfully consider who to involve We proactively share ideas and learnings beyond our immediate teams We support those around us We know our business and value our role as experts of our field We ask questions and give constructive feedback We take pride in the quality of our work	We make responsible decisions — caring for the safety, wellbeing and finances of ourselves, others and the organisation. This extends to the communities and environments which we work We show integrity and are ethical We are open and honest and build trust by doing what we say we will We practice respectful challenge and speak up for ourselves and others We actively recognise the value people bring and respectfully interact
OUR GUARDRAILS	What too little could look like		
	We continue doing what we have always done or how things are always done We miss/overlook opportunities to improve (processes, systems, etc)	Being too inwardly focused Thinking we already have all the solutions Being friendly without achieving outcomes Assuming someone else will take responsibility	Avoiding challenging conversations We do not consider the health and safety of ourselves or colleagues We over promise and under deliver
	What too much could look like		
	We move too fast or experiment without considering risks or consequences We do things a new way every time	Getting involved when its not required Being unhelpful or overly critical	Assuming we always know best Too risk adverse that we do not make decisions Spend too much time getting things perfect

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