

Code of Conduct

Contents

- 3** Message from the CEO
- 4** Our Values
- 5** Introduction
- 6** Reporting Concerns
- 7** Monitoring Compliance
- 7** Review, Amendment & Publication
- 8** Code of Conduct
- 8** Tilt Renewables' Standards and Professional Conduct
- 9** Ensuring a Safe Workplace
- 9** Appropriate Workplace Behaviour
- 11** Ethical Conduct
- 14** Protecting Information and Assets



Message from the CEO

I am pleased to introduce the Tilt Renewables Code of Conduct, which outlines the ethical and professional standards that we expect all members of the Gen Tilt team to uphold.

Our Code of Conduct is not just a set of rules, but a reflection of our values as an organisation. By adhering to these principles, we can ensure that Tilt Renewables continues to be a trusted and respected member of the community.

This Code of Conduct is a reflection of our commitment to integrity, accountability, and respect for all stakeholders in everything that we do. Operating with integrity is everyone's responsibility.

Thank you for your commitment to upholding these standards.

Anthony Fowler
Chief Executive Officer

Our Values

Tilt Renewables' values are simple, unequivocal and focused on how we generate a difference – for our business, for our investors and for the communities we work with.

→ **We are People Powered**

We are powered by people and we make a difference together. Our relationships with each other and with customers, contractors, communities, landowners and other stakeholders define everything we do. At Tilt, we take a long-term approach: we actively listen, we respect others, and we welcome new thinking.

We make our long-term approach a reality through our commitment to safety, diversity, and sustainability of all of people, our assets, and the communities we are proud to be part of.

→ **We Get It Done**

We do what we say we will because actions speak louder than words and we are passionate about what we do. We get a lot done, often against the odds.

Everything we do is with intent, with respect for what we are a part of. We're proud that our work adds meaning and creates new opportunities for both the future of Tilt Renewables and Australian communities.

We are energised and committed. We're open and we're down to earth. This mindset inspires us to complete our mission to a standard of excellence.

→ **We Lead**

We call the future as we see it. We're fearless in our determination to renew old thinking and attitudes.

We connect with others to make change. We speak up when needed because we want people to feel respected and heard.

We take the initiative where others might hesitate or hold back, because that's the only way the future will change.

Introduction

Welcome to Tilt Renewables Australia Pty Ltd (**Tilt Renewables**).¹
We hope you will enjoy working in our team.

This Code of Conduct contains information to guide you in demonstrating appropriate behaviour and ethical conduct in line with Tilt Renewables' values. They are supported by and are designed to help you understand key policies and procedures that apply to your conduct at Tilt Renewables. Please read and make sure that you understand it, as well as all of the policies and procedures that are applicable to your engagement with Tilt Renewables.

If you require any clarification regarding the Code of Conduct or our detailed policies and procedures, or if you have any other questions relating to your work with Tilt Renewables, please speak with your line manager (or equivalent for contractors).

The Code of Conduct and policies and procedures referred to in the Code of Conduct apply to all employees, directors, contractors, labour hire workers, volunteers, work experience workers and where applicable, visitors to Tilt Renewables workplaces, unless stated otherwise (collectively known as '**Staff**' in the Code of Conduct).

Our Code of Conduct and policies and procedures apply in the workplace and when otherwise performing work activities and extend to all work-related situations that are approved or funded by or on behalf of Tilt Renewables (for example, work-related meetings, lunches, dinners, conferences and other work-related functions). They also extend to electronic communications (including social media).

All Staff are required to comply with our Code of Conduct and applicable policies and procedures. A failure to do so may result in disciplinary action up to and including termination of your employment/engagement with Tilt Renewables.

¹ PARF Company 1 Pty Ltd and PARF Company 2 Pty Ltd (the **Holding Companies**) and the direct and indirect subsidiaries of the Holding Companies **trading as** Tilt Renewables

Reporting Concerns

You must immediately report any suspected or actual contravention of the Code of Conduct.

To make such a report or to otherwise raise concerns or seek advice you can speak to:

- (i) your line manager, or supervisor;
- (ii) the CEO, CFO, General Counsel & Company Secretary or other member of the Executive team;
- (iii) any other senior Tilt Renewables person with whom you feel comfortable to have such a conversation, or to whom you could send an email or letter (e.g. a representative from the people & culture, health & safety or legal teams); or
- (iv) the Tilt Renewables Whistleblower hotline (anonymously if you prefer), Your Call. Your Call is an external, independent provider that provides confidential reporting of Whistleblower concerns related to this policy. Reporting to Your Call also enables your report to be made anonymously if you choose to do so. You can make a Whistleblower report to Your Call either:
 - Online: <https://tiltrenewables.relyplatform.com/report>.
 - By phone using Your Call's external reporting hotline: **1300 790 228** (9am to midnight AEST on business days).

How Your Call works

Your Call uses an online message board which you will have access to after making the report.

The message board allows you to:

- communicate with Your Call and with Tilt Renewables with or without revealing your identity;
- securely upload any relevant documentation and/or material that you wish to provide;
- receive updates; and
- request support or report detriment.

If your report relates to a Disclosure Officer, Your Call will exclude that person from all communications when Your Call provides information about your report to us.

How to use Your Call if you have a speech or hearing impairment

If you are deaf or have a hearing or speech impairment, you can contact Your Call online. If you would like to contact Your Call by phone, you can do so through the National Relay Service. Simply choose your contact method at www.relayservice.gov.au and request Your Call's hotline 1300 790 228.

Questions will be channelled to the appropriate people who can answer them. Reports will be handled in accordance with the **Tilt Renewables Whistleblower Policy** (available [here](#)).

Monitoring Compliance

Reports on the number and type of reported breaches of the Code of Conduct, together with the results of investigations conducted, will be provided to:

- the CEO (or their delegate), the Chief Financial Officer, the General Counsel & Company Secretary, and the EGM People & Experience on a regular basis; and
- the Audit and Risk Committee and the People and Culture Committee at least every six months.

The Board will be promptly informed of any material breaches of the Code of Conduct by a director or senior executive and any other material breaches of the Code of Conduct that call into question the culture of Tilt Renewables.

Review, Amendment & Publication

Senior management of Tilt Renewables is responsible for drafting, reviewing and making recommendations to the Board with respect to the Code of Conduct.

The Code of Conduct will be reviewed at least once every two years or as often as deemed necessary to ensure it remains effective and relevant to the current needs of Tilt Renewables.

The Board is responsible for approving the Code of Conduct and may make changes from time to time by resolution. The Code of Conduct will be made available on the Tilt Renewables website.

Code of Conduct

Tilt Renewables is committed to creating and maintaining a culture which facilitates accountability, collaboration and disciplined decision-making in a professional environment, that is safe and free from any form of unlawful or harmful behaviour.

The purpose of this Code of Conduct is to provide guidance on the values of the business and standards that the business expects and requires from our Staff.

TILT RENEWABLES' STANDARDS AND PROFESSIONAL CONDUCT

You are expected to:

- obey lawful and reasonable directions given by the business;
- treat each other with respect, honesty and integrity and commit to the continuing development of a diverse and inclusive culture;
- work in a skilful and competent manner;
- act professionally, ethically and in the best interests of Tilt Renewables;
- be courteous and respectful towards stakeholders;
- familiarise yourself and fully comply with this Code of Conduct and Tilt Renewables' other applicable policies and procedures;
- work in a safe manner and immediately report any safety hazards and incidents that you experience or observe;
- not undermine or bring Tilt Renewables' integrity or reputation into disrepute;
- not, for personal reasons or otherwise, divert any business opportunities away from Tilt Renewables;
- not falsify or otherwise tamper with time records, personal records, customer records, any Tilt Renewables computer systems, management reports, supplier invoices, credit notes and expense claims, or approve or release the same, when factual errors are known to be recorded;
- keep secure personal passwords used to gain access to Tilt Renewables computer systems or land and buildings;
- complete all mandatory training in a timely manner;
- comply with all applicable laws and ensure that your conduct does not cause Tilt Renewables to breach applicable laws;
- not occupy any other positions, including public office, which will require time off work or affect your ability to perform their duties and responsibilities at Tilt Renewables without the written approval of a member of the Executive; and
- not use Tilt Renewables' assets in an illegal or unauthorised manner.

Ensuring a Safe Workplace

Tilt Renewables is dedicated to fostering a safety-first culture that extends to all aspects of our operations, prioritising the health and wellbeing of our employees, as well as contractors, visitors and the public as they interact with our organisation. We emphasise proactive hazard identification, continuous risk mitigation, and a safety focused environment that empowers everyone to contribute actively to their own safety and wellbeing.

Every person undertaking any activity for Tilt Renewables is expected to share in the commitment to health and safety by:

- Taking reasonable care for their own and others health, safety and wellbeing and to stop any activity that is considered unsafe.
- Observing all safe work procedures, rules, and instructions.
- Ensuring that all near misses, incidents, injuries, and other hazards are reported to the appropriate person.
- Ensuring that you are fit for work. This means that you are in a state, both physically and psychologically, to perform tasks assigned to you competently and in a manner that does not compromise your own health and safety or that of others.
- Actively participating in and encouraging fellow workers to participate in health, safety and wellbeing improvement initiatives.

Appropriate Workplace Behaviour

Tilt Renewables seeks to provide Staff with a safe and healthy work environment where they are treated with mutual respect and where the following is prevented: work-related violence, harassment, sexual harassment, harassment on the ground of sex, workplace environments that are hostile on the ground of sex, discrimination, bullying, gendered violence, aggression, and victimisation (**Offending Conduct**).

Tilt Renewables aims to create a working environment that is free from Offending Conduct and where all Staff are treated with dignity, courtesy and respect, including by:

- protecting the health, safety and wellbeing of all Staff;
- applying equal opportunity principles to all workplace decisions and activities;
- complying with equal opportunity and anti-discrimination legislation;
- providing a comprehensive procedure for dealing with complaints of Offending Conduct if it occurs;
- treating all complaints in a sensitive, fair, timely and discreet manner;
- preventing victimisation or reprisals; and
- promoting appropriate standards of conduct at all times.

ZERO TOLERANCE APPROACH

Tilt Renewables has a zero-tolerance approach to Offending Conduct. We will not accept any form of Offending Conduct, including from clients, stakeholders, members of the public or between Staff.

Zero tolerance means that Tilt Renewables seeks to be proactive in eradicating Offending Conduct in all its forms and that there will be disciplinary action and consequences that are appropriate and proportionate to any offending behaviour and the resulting impact on Staff.

Harassment and bullying can result in disciplinary action and may lead to dismissal. Staff may also be personally liable for their behaviour if they engage in Offending Conduct. In some cases, this may constitute criminal conduct. Observers and other individuals may be liable if they request, instruct, induce, encourage, authorise, or assist someone to engage in Offending Conduct towards another person.

You should understand and comply with Tilt Renewables' policies and guidelines relating to standards of behaviour and follow these principles:

- Do not physically or verbally intimidate or humiliate others.
- Never make inappropriate jokes or comments. If you are unsure whether something is inappropriate assume that it is.
- Never distribute or display offensive or derogatory material, including pictures.
- If you feel safe to do so, speak up and tell the person if you are upset by his or her actions or behaviour. Explain why and ask them to stop. If this is not an option, then you should speak to your line manager, a member of the Executive or a member of the People & Culture team.
- If you witness Offending Conduct, report the incident to your line manager, a member of the Executive or a member of the People & Culture team.

EQUAL OPPORTUNITY

Tilt Renewables is committed to the principles of equal opportunity and incorporates practices to enable equal workplace opportunities in all aspects of our work.

Tilt Renewables expects all Staff to:

- support diversity in the workplace by treating all individuals fairly, impartially and with respect;
- provide individuals with the same opportunities in employment or engagement on the basis of merit; and
- not engage in unlawful conduct.

More information

- Tilt Renewables' detailed **Workplace Behaviour Policy**, including references to other resources, can be found [here](#).

Ethical Conduct

Tilt Renewables does not tolerate bribery, insider trading, fraud or money laundering. You must also avoid any real or potential conflict of interest (or the appearance of a conflict) and never offer or accept inappropriate gifts or hospitality.

BRIBERY & CORRUPTION

Bribery occurs when you offer, pay, seek or accept a payment, gift or favour to improperly influence a business outcome.

You must not offer or accept a gratuity of any value in order to influence business transactions, or if it could be perceived to be for that purpose.

You must follow all applicable anti-bribery and corruption laws, which include the laws of Australia and foreign laws that apply to our international business dealings or otherwise apply to conduct in Australia (for example, laws of the United Kingdom and United States).

You are liable to disciplinary action including termination of employment, legal proceedings and possibly imprisonment if you are involved in bribery and corruption.

ENTERTAINMENT, GIFTS & HOSPITALITY

Tilt Renewables recognises that the occasional acceptance or offer of modest entertainment, gifts or hospitality ("**Gratuities**") may be a legitimate contribution to good business relationships. However, all Gratuities must comply with the requirements outlined below.

- You are not precluded from accepting the occasional meal or refreshment that is provided in the normal course of business/work relationships with other persons. You should exercise reasonable discretion in reciprocating such meals or refreshments. If in doubt on whether it is appropriate to accept a Gratuity, you should speak your line manager or a member of the Legal team for guidance.
- It may also be acceptable to take up invitations to sporting and social events. If those invitations also involve flights or accommodation, then prior approval must be obtained from the CEO or other member of the Executive.
- You should decline a Gratuity that is offered to you if you would feel uncomfortable telling your line manager or supervisor, colleagues, family, friends or the public that you accepted them.
- You must not give or receive Gratuities that can be linked to important business decisions during sensitive decision periods (such as when responding to/participating in a tender, seeking tenders or applying for government approvals).
- You may not accept a gratuity exceeding \$300 in value without first obtaining approval in writing from the relevant person, as follows:
 - *For all Staff other than the CEO and the CEO's direct reports* - approval must be obtained from the Staff member's line manager (or equivalent for contractors);
 - *For any direct report to the CEO* - approval must be obtained from the CEO;
 - *For the CEO or any Director other than the Chairman* - approval must be obtained from the Chairman; and
 - *For the Chairman* - approval must be obtained from another Director.
- You must enter the details of any Gratuity exceeding \$300 in value received (including the written approval required above) in the Entertainment, Gifts and Hospitality Register. If that register is not accessible to you, you should email the details through to generalcounsel@tiltrenewables.com

CONFLICTS OF INTEREST

A conflict of interest exists when your personal relationships, participation in external activities or interest in other businesses influence could be perceived to influence your decisions.

You must avoid conflicts of interest. Your decisions or actions on behalf of Tilt Renewables must not be influenced by personal considerations.

Specifically:

- You must avoid any situation that could lead to an actual or perceived conflict of interest and notify your line manager if such a situation arises.
- You should withdraw from decision-making that creates, or could be perceived to create, a conflict of interest.
- When representing Tilt Renewables, you should be impartial, professional and competitive in your dealings with contractors and suppliers.
- You should be mindful of actual and perceived conflicts that can arise in the context of close personal relationships with another member of Staff. If you have the responsibility for or authority to affect the careers or employment of other members of Staff, you should perform your functions free from any conflict of interest arising from a personal relationship. For example, a conflict of interest will arise from a personal relationship if you have a family, business or personal relationship (including a personal financial interest, sharing living quarters or a romantic relationship) with another member of Staff and that relationship causes, or might reasonably be anticipated to cause, an inability on your part or their part to perform responsibilities objectively and impartially as far as the other party to the relationship is concerned. You must disclose any conflict of interest arising from a personal relationship to either your line manager or the General Counsel & Company Secretary. Such disclosures will be treated confidentially.
- If you have a family member who works for a competitor, supplier, or key customer, or if you form a close personal relationship with an employee of a competitor, supplier or key customer, you should be aware of the potential for an actual or perceived conflict of interest and inform your line manager or the General Counsel & Company Secretary. Such disclosures will be treated confidentially.
- You must not have any direct interest, financial or otherwise, in any of Tilt Renewables' suppliers, advisers, competitors or other entities engaging in business with Tilt Renewables, unless approved in writing by the CEO. Approval is not required for investment of up to 5% of the share value in any publicly listed companies on the Australian stock exchange.
- You must report actual or potential conflicts of interest to the CEO, General Counsel & Company Secretary, the Chairman or other Director (as appropriate).

If you are unsure as to whether a particular circumstance may represent an actual, potential, or perceived conflict of interest, you should seek advice from your line manager or a member of the Legal team.

INSIDER TRADING

Insider trading is when you trade in shares or other investments in a regulated market (such as commodities and related contracts) while in possession of material non-public information or when you share this information with someone else who then trades in those shares or other securities.

You must protect confidential business information and never use it for your own benefit, especially to trade in shares or other securities or recommend anyone else to do so.

Do not buy or sell shares in any company or trade in other investments while you have inside information about those shares or investments. You must not spread rumours, mislead with false information or manipulate prices.

COMPETITION LAWS

Tilt Renewables is committed to full compliance with competition laws.

Competition laws promote fair competition and prevent a range of practices that restrain trade or restrict free and fair competition, including price fixing, market sharing, bid rigging or abuses of market dominance. A breach of competition laws may result in serious consequences for you personally and Tilt Renewables, including criminal liability, fines and imprisonment. You could also face disciplinary action, including termination of employment.

You must avoid any action which could imply illegal coordination with competitors or potential competitors, including the following:

- you must not agree with competitors of Tilt Renewables to fix price or any elements of price or agree other competitive terms.
- you must not allocate markets, customers, suppliers or geographic territories to a competitor.
- you must not rig bids or tenders or otherwise illegally coordinate bidding or tendering activities.
- you must not agree with a competitor to boycott any customers or suppliers.
- you must not agree with competitors to reduce or stabilise generation, capacity or output are forbidden.

If you suspect that an employee, contractor or third party may be engaging in anti-competitive behaviour, you should immediately report this to the General Counsel & Company Secretary or other member of the Executive.

Protecting Information and Assets

Intellectual, physical and financial corporate assets are valuable and must be used and managed properly. Confidential and personal information must be protected. Information technology and communication systems should be used responsibly. Records must be accurate and appropriately retained. Fraud, theft, abuse or misuse of Tilt Renewables assets is unacceptable.

MAINTAINING CONFIDENTIAL INFORMATION

As a member of Staff, you will have access to confidential information belonging to Tilt Renewables.

Confidential information includes information in relation to Tilt Renewables' activities, business, operations, strategies, investors, customers (actual or prospective), suppliers and competitors, regardless of the form and medium of that information. It may be confidential even if it is not specifically labelled as such and includes information that should be reasonably regarded as confidential. Confidential information may be sensitive for commercial reasons or for any reason relating to the operation of the business.

You have legal duties to maintain the confidentiality of information which belongs to Tilt Renewables. These legal duties are contained in individual Staff contracts and are also imposed by law.

You must not access or use any confidential information for personal gain.

You may only access or use confidential information for authorised work-related tasks and not divulge any confidential information to outside parties, unless authorised to do so.

USE OF INFORMATION TECHNOLOGY

Tilt Renewables provides Information Systems and Information Communication Technology assets and services (computers, mobile phones, internet access, etc.) (collectively, "IT") as well as other company owned or managed information to you, so that you can complete your job. In doing so, it is important that:

- sensitive information is protected;
- the rights of others are respected;
- Tilt Renewables' legal and compliance obligations are met;
- the risk of any security compromise is reduced; and
- other interests of Tilt Renewables are served.

A limited use of Tilt Renewables IT for personal use is generally acceptable, however you should be aware that all use of Tilt Renewables' IT (including your personal use) is logged and monitored.

The following principles provide the overarching rules that must be adhered to whenever accessing or utilising Tilt Renewables' IT or Tilt Renewables' information:

- *Business first:* IT assets and services are made available to perform company related duties. This means use required to assist you to fulfil your position's role and responsibilities, communicating with other Staff, and for the purpose of organisational activities and information sharing. You should therefore ensure that your personal use of Tilt Renewables IT is occasional and brief.
- *Protect the company's interests:* IT should not be used in a way that could cause Tilt Renewables embarrassment or loss, or to promote interests other than those of Tilt Renewables.

- *Cyber Security:* Maintain the secrecy and security of any passwords that you use to access Tilt Renewables' IT systems. Ensure that your Tilt Renewables laptop is adequately secured when left unattended and lock your computer screen when it is left unattended. All Staff must adhere to the **Information Systems Cyber Security Policy** and **Information Systems Access Control Policy** available [here](#).
- *Data Protection:* All company information must remain on company-approved devices.
- *Approved Components:* Only authorised equipment, software and services can be introduced and used in the Tilt Renewables environment. You must get authorisation from the IT Support Team before installing software onto your Tilt Renewables device.
- *Lawful Use:* Tilt Renewables' IT must only be used for lawful activities and cannot be used for any activities which would contravene any laws and regulations with which Tilt Renewables is obliged to comply. Do not use Tilt Renewables' IT for unlawful or immoral activities, to gamble, or to conduct your own business activities. Do not upload, download, send or view pornography or other indecent or objectionable material or material that is illegal or which could cause offence, anxiety, inconvenience or annoyance to other Staff.
- *Report Issues:* Report to the IT Support Team all incidents when core data or functionality is not available, confidentiality has been lost (including loss or theft of equipment such as computers, mobile phones, tablets, external drives and memory sticks), integrity and/or regulatory compliance has been compromised. If you see something that doesn't appear right, let your line manager know.

PRIVACY

Privacy laws are designed to safeguard information about individuals. Tilt Renewables respects the basic right of individuals – including employees, suppliers, host landowners and members of the community – to privacy.

Tilt Renewables complies with the Australian Privacy Principles as set out in the *Privacy Act 1988* (Cth) and other relevant legislation. Broadly, this legislation details how personal information may be collected, used, disclosed, stored and destroyed, and how an individual may gain access to or make complaints about the personal information held about them.

You must respect a person's right to privacy and follow applicable laws and **Tilt Renewables' Privacy Policy** (available [here](#)) when gathering or using their data. Personal information about individuals must be protected from misuse. You must follow correct procedures when collecting, using and sharing this data.

Communications

Your communications are a reflection of Tilt Renewables. Inappropriate, inaccurate or careless communications can damage reputations and create potential liability for you and Tilt Renewables.

Both external and internal communications are discoverable, and you should consider the consequences of your communications.

BUSINESS COMMUNICATIONS & PUBLIC DISCLOSURES

Any written or oral communication, including those on social media presentations, made publicly on behalf of Tilt Renewables is a public disclosure.

You must not make public disclosures about Tilt Renewables' business activities if you are not authorised to do so.

If you receive a media enquiry, you should immediately inform a member of the Executive. You must not engage with the media without approval from a member of the Executive.

Approval from CEO must be given for any media releases. Only the CEO, the Chairman or member of the Executive is authorised to make a public comment to the media on behalf of the Tilt Renewables. No one else may make any comment whatsoever on behalf of Tilt Renewables to the media without the approval of the CEO.

If you are authorised to disclose information, you must ensure that it is true, accurate and not misleading.

Speaker Engagements and Publications

You may be invited to speak at conferences or similar events or to write articles or reports for publications. Prior approval from a member of the Executive is required before any invitations are accepted. The content of the paper, presentation, article or report must be reviewed and approved by a member of the Executive. In the case of a speaking event, you should limit your speech to the approved subject matter.

Making Public Comment in a Private Capacity

You may, as a member of the community, make public comment in a private capacity except in relation to your work with Tilt Renewables or where your comment makes use of information you have access to as part of your role. This includes making a comment at a public meeting. It is important that, in such a situation, you make it clear that you are expressing personal opinions only.

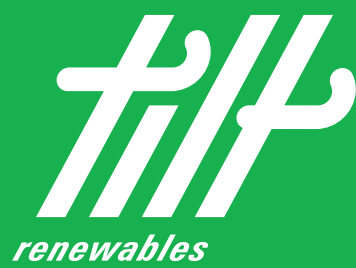
SOCIAL MEDIA

Tilt Renewables recognises the significant impact of social media on the online landscape and the need to provide guidance on acceptable use for our Staff. You are not permitted to represent yourself as speaking on behalf of Tilt Renewables on any social media tool, unless you have been expressly authorised to do so.

Social Media means any blogs, online forums (i.e. Google groups, Yahoo!), discussion and message boards, instant messaging, audio, video and photo sharing sites (i.e. YouTube), virtual worlds, interactive and gaming sites, and social networking sites including (but not limited to) Facebook, Instagram, Snapchat, LinkedIn, X (formerly Twitter), Flickr, Wikipedia, YouTube and personal web pages.

When using Social Media, it is critical that you:

- understand the differences between the following three distinct uses of Social Media:
 - Private: use of Social Media in a Staff member's personal life;
 - Public: official and authorised use of Social Media on behalf of Tilt Renewables;
 - Professional: use of Social Media in an employee's professional role to build a network of contacts and increase brand visibility;
- recognise that based on such use, you may be acting as an ambassador of Tilt Renewables;
- adhere to applicable laws;
- exercise a commonsense approach and recognise that personal comments posted on Social Media are often available to a larger audience than anticipated;
- refrain from posting material or communicating anything that may damage Tilt Renewables' brand, commercial interests or reputation;
- do not post any material that may directly or indirectly constitute Offending Conduct (as defined on [page 9](#) of this Code of Conduct);
- refrain from making disparaging comments about Tilt Renewables, its customers, suppliers, employees, contractors or consultants;
- ensure adherence to the terms of the relevant Social Media platform being accessed;
- refrain from disclosing Tilt Renewables' confidential, proprietary or other commercially sensitive information;
- do not use the Tilt Renewables logo or company branding on any Social Media platforms without prior approval from a member of the Executive;
- refrain from making comments regarding any competitor of the business, unless expressly authorised to do so;
- limit your personal use of Social Media to outside of working hours or during designated breaks times;
- only share any Tilt Renewables Social Media post appropriately; and
- ensure that engagement with Social Media platforms does not otherwise interfere with any aspects of their work or performance for Tilt Renewables.



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