



edL

Living our
SPIRIT values





Message from the CEO

At EDL, our vision is to be the leading global producer of sustainable distributed energy.

To achieve that vision, we know our people are key to everything we do and are the foundation of our success. As we strive to provide better energy solutions for the benefit of our world, we support and encourage the development of talented and motivated employees to contribute to our continued success and growth across the globe.

At EDL, we are building a culture based on our overarching commitment to the SPIRIT values. We believe that the strongest way to build that culture is to demonstrate it in action across the business. I commend this overview booklet to you and look forward to supporting the continued application of our values in the work we do all across the world.

James Harman
CEO



Safety, health & environment



Performance



Innovation & initiative



Respect & responsibility



Integrity



Teamwork

Our values

Wherever we are working in the world, EDL people **live and breathe** these SPIRIT values. As we strive to achieve our vision, these values are paramount.



Safety, health & environment

Constantly strive for Zero Harm

- Put safety, health and environment first
- Commit to the company's focus on safety, health and environment
- Be a safety leader
- Act with safety, health and environment at the forefront of your mind
- Know your responsibilities and the company's expectations.

"SPIRIT is part of my work every day – starting with a daily tool box talk to discuss all health, safety and environmental issues throughout the business and any external issues that may affect us. All employees are aware of requirements to reach our generation target daily, which requires us to work in a team and support each other."

**Tiffany, Mechanical Operator,
Lucas Heights, NSW, Australia**

"Our SPIRIT values start with Safety, and this is evident wherever I travel for EDL. As a visitor to our sites, I am always greeted with a Safety induction and my wellbeing whilst on site is a priority for our Operations staff."

**Grant, Senior Audit Officer,
Brisbane, QLD, Australia**





Performance

Drive for results

- Be proactive
- Strive for constant improvement
- Don't accept second best
- Know how your work contributes to our vision.

"I see the SPIRIT values in practice in my work as discussions lead back to these six values before decisions are made. This shows it's conscious in people's minds which is important because the SPIRIT values are basic fundamentals that, when followed, guide us to achieve our goals."

Jakob, OH&S Advisor, Lansing, Michigan, USA



Innovation & initiative

Embrace new ways of doing things

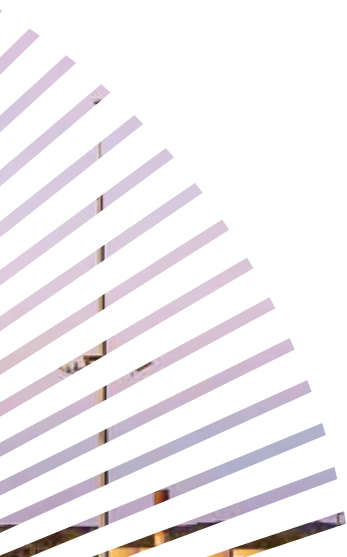
- Think outside the square
- Encourage the creative process
- Facilitate collaboration with your colleagues and our customers
- Take the lead.

"All my peers in the UK are open to change in our practices and processes, we all know how important it is to respect each other and to work as a team with the understanding that we need to comply with the SPIRIT to become a safe and successful business."

**Ali, Procurement Officer,
Milton Keynes, UK**

"It's with thanks to the SPIRIT values that EDL continues to grow with the best people at its core. Our team adopts the SPIRIT mantra to ensure we create an inclusive culture at EDL, and create a healthy workplace we are all proud of."

**Dave, Leading Hand,
Appin, NSW, Australia**



Respect & responsibility

Show respect for the skills, knowledge and experience of others

- Respect yourself and others
- Show empathy and compassion
- Prioritise teamwork.

Accept the consequences of your own behaviour

- Take responsibility for your work
- Be customer and stakeholder focussed
- Seek and respond to feedback.

"For me, I believe the SPIRIT values guide the business in our daily choices of how we interact with each other and with customers. These values are the backbone of EDL – guiding all of us to achieve our goals."

Sarah, HR Administrator, Lansing, Michigan, USA

"The team I work with have great Respect for each other as every individual in the team contributes and adds value not only to the work and daily challenges, but to the accepting and almost family like culture that exists in the working environment we share."

Ewen, Leading Hand, Appin, NSW, Australia





Integrity

Do what you say you will, in an honest and open manner

- Inspire trust with action
- Follow through on commitments
- Manage relationships within the business, with customers and stakeholders.

"The SPIRIT values are important to set a standard for all employees to follow ensuring everyone including the environment and plant are safe, people have initiative, perform well and are able to work as a team, making everything we do at EDL run smoother and safer."

**Daynah, Electrician Apprentice,
Lucas Heights, NSW, Australia**

"The SPIRIT values provide a common understanding of how we do things and what we expect from each other. In practice this means teams working together to achieve a better outcome for EDL."

Helen, Engineering Manager, Brisbane, QLD, Australia

Teamwork

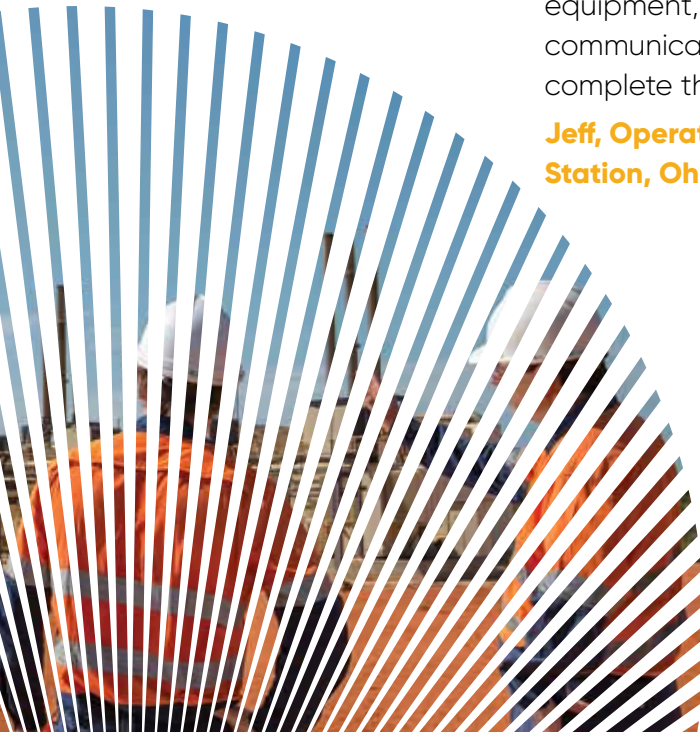
Demonstrate effective participation, cooperation and communication in teams

- Think in terms of 'we'
- Support organisational processes and systems
- Contribute to a strong morale and 'spirit'.

"SPIRIT values are accomplished through effective communication, planning, and proceeding in and through tasks. Input from all helps to safely, effectively and efficiently plan and execute all tasks from "routine" to major.

At the end of the day, the goal is to get home exactly how I arrived to work, and still generating power. SPIRIT helps to lay the foundation for this. In practice this means that every day we come in, check performance of equipment, assign tasks and communicate how we can safely complete these."

Jeff, Operator, Hancock Power Station, Ohio, USA







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