

Leading with Purpose: Transforming Tradition & Empowering the Future of Energy

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We're on a journey



**but no-one knows
where we're going**

We value innovation



**(until it
challenges
the way
we've
always
done things)**

We are like family here



**Translation – No boundaries
and lots of unpaid overtime**

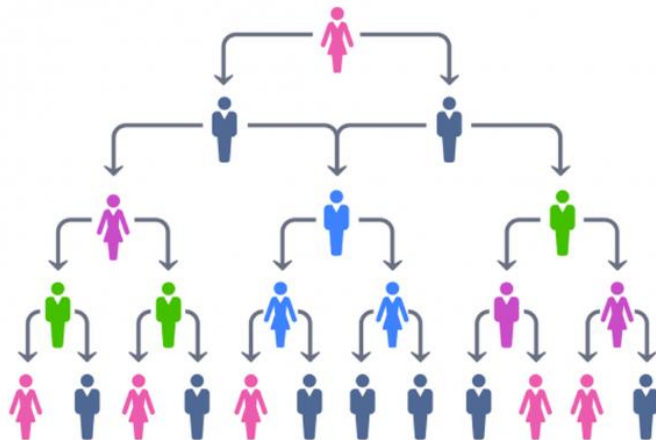


**WE WANT TO HEAR
YOUR FEEDBACK**

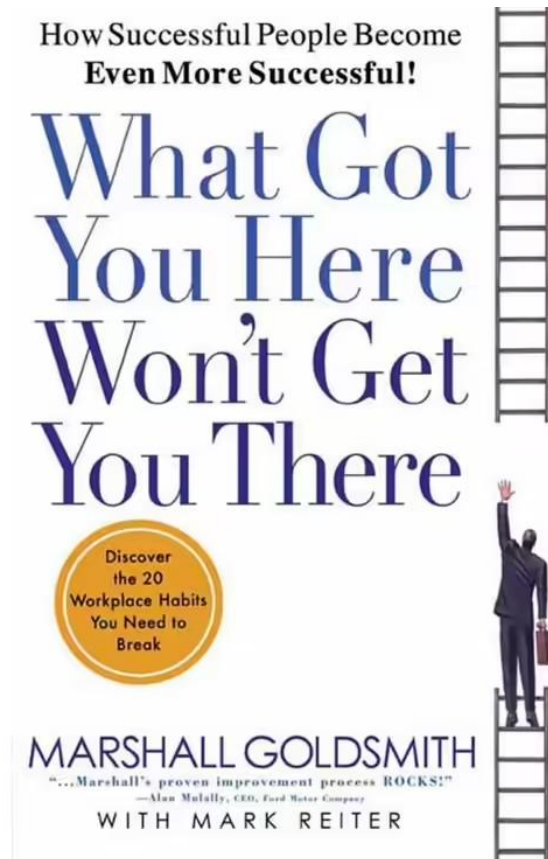


UNLESS IT'S NEGATIVE

About Delta



Opportunity for growth





Kodak moment
A particularly poignant, memorable,
or emotionally touching moment or event,
i.e., one that would be well-suited
to be captured in a photograph.



Our purpose

Provide energy safely, reliably and responsibly, by empowering our people and respecting the communities and environment in which we operate.

Our ambition

Deliver reliable energy today while supporting Australia's transition to a cleaner, more sustainable energy future - and beyond.



Culture and values in action



Our Values



OUR CARE VALUES



Care

We are committed to the safety and wellbeing of our people and the long-term success of our business. We foster a supportive and sustainable workplace where the quality of our work consistently meets high standards.



Achievement

We strive to meet and exceed goals, demonstrating success through results and performance.



Respect

We treat everyone with dignity, value diversity, and foster an environment of inclusion and mutual respect.



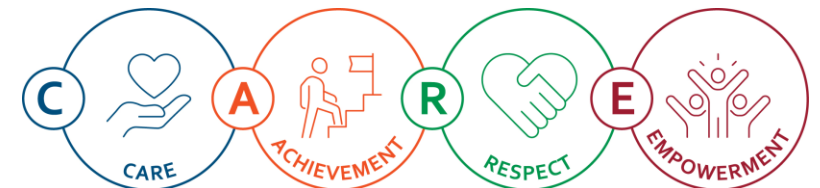
Empowerment

We give employees the autonomy, resources, and trust to make decisions and take ownership of their work.

Our values are the outcome of Delta-wide collaboration.

Key implementation objectives:

- Ensure values are clearly understood by our people
- Embed values into our everyday practices
- Reflect values in every stage of our employee lifecycle
- Set clear expectations on values driven behaviours
- Reinforce values through communication and recognition
- Strengthen trust and reputation by consistently living our values in the way we work and engage with others.





CARE

We are committed to the safety and wellbeing of our people and the long-term success of our business. We foster a supportive and sustainable workplace where the quality of our work consistently meets high standards.

Commitment to safety & Wellbeing:

- I am committed to maintaining a safe work environment and encouraging others to do the same.
- I will support the wellbeing of myself and my colleagues, ensuring that safety is never comprised.

Commitment to quality behaviours:

- I care about how my actions impact the people around me and the success of our business.
- I will ensure that the work I produce meets high quality standards.
- I will actively consider the impact of my actions on the environment and prioritise solutions that support sustainability.

Our Leaders



- ✓ Transition from Manager to Leader/Coach
- ✓ Defined in detail what great leadership looks like at Delta
- ✓ Invested in all people leaders through comprehensive program – 150 Leaders/6 month program
- ✓ Measured and tracked capability uplift
- ✓ Recruit and onboard all future leaders to that expectation

Diversity of voices



RECONCILIATION
AUSTRALIA



Celebrating the wins

