

Probity Policy

3 May 2024

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Version	Date	Author initials
[V 5.0]	2/05/2024	KD

TasNetworks acknowledges the palawa (Tasmanian Aboriginal community) as the original owners and custodians of lutruwita (Tasmania). TasNetworks acknowledges the palawa have maintained their spiritual and cultural connection to the land and water. We pay respect to Elders past and present and all Aboriginal and Torres Strait Islander peoples.

Policy Overview

As a State-Owned Company and one of Tasmania's largest employers, TasNetworks operates under high levels of scrutiny. Integrity is paramount in our procurement and contracting processes, and as such, this policy serves as a guide to ensure probity, aligning with TasNetworks' commitment to transparency and fairness.

Who does this Policy apply to?

This Policy extends to TasNetworks' leaders, team members and contractors authorised to act for TasNetworks across its Supply Chain and wider businesses. It should be used in conjunction with the Supply Chain framework and supporting policies and procedures.

This Policy also applies to companies within the TasNetworks Group, and a reference to TasNetworks in this Policy includes a reference to group companies.

The TasNetworks Group means TasNetworks and its subsidiaries. TasNetworks' subsidiaries as of January 2024 are TasNetworks Holdings Pty Ltd, Fortytwo24 Pty Ltd, and TasNet Connections Pty Ltd.

Commitment of the Supply Chain at TasNetworks

This policy outlines principles for upholding probity in our organisational activities. All business actions within the Supply Chain will comply with applicable state and commonwealth laws, maintaining established standards of probity and governance aligned with our strategic objectives.

Key Principles

1. What is Probity?

Probity is a risk management approach to maintaining procedural integrity in the procurement and purchasing processes. It ensures clear procedures aligned with TasNetworks' policies, treating all applicants consistently, and making decisions transparently to achieve best value for money.

2. Objectives of the Probity Process

Probity is a shared responsibility with objectives to ensure compliance, accountability, consistent information, public confidence, and defensibility of decisions.

3. Why is Probity Important?

Probity safeguards against conflicts of interest, corrupt practices, ensures TasNetworks integrity, builds community trust, and minimises legal risks. It allows TasNetworks and our suppliers to work together on the basis of mutual trust and respect.

4. Probity Principles

Four essential probity principles guide our process:

- Open Competitive Process
- Fairness, Consistency, and Transparency of Process
- Identification and Treatment of Conflicts of Interest
- Accountability in Decision Making

5. Demonstration of Probity

Should any probity issues emerge, it is important that TasNetworks can clearly demonstrate that its decisions were made using proper and ethical processes and that any probity issues that have been identified have been appropriately addressed.

Compliance

Failure to manage the tendering process in accordance with probity principles may lead to Parliamentary and legal scrutiny, negatively impacting TasNetworks' reputation. Every team member is accountable for adhering to this Policy, and violations may lead to disciplinary measures.

Instances of non-compliance with this policy can be reported to a leader or through the Whistleblower process.

Roles and Responsibilities

- **Supply Chain Team:** Policy owner, responsible for maintaining, reviewing, and updating the policy, making the policy available, and ensuring compliance.
- **Leaders:** Responsible for awareness of this Policy, implementation, risk identification, and managing breaches within their area of control.
- **Employees, Contractors & Vendors:** Required to be aware of and comply with the Policy and relevant supporting policies and procedures.

References

Probity Guideline

Code of Conduct

Whistleblower Policy

Fraud & Corruption Policy

Conflict of Interest Policy

Supply Chain Policy

Responsible Procurement Policy

Supply Chain Framework & Guidelines

Need to know more or have a question?

All Team Members will have access to (this Policy) and underpinning policies on The Zone. Support and further information are available from your Leader or People Partner.

Administration of this Policy

Document Details	
Type:	Level 3 / Policy
Review:	Biennial

Ownership and Accountability	
Division:	Finance and Regulation / Supply Chain
Owner:	Executive Finance and Regulation
Approver:	Board

Document Control				
Version	Change Description	Author (Name Only)	Approver (Name & Position)	Date (dd/mm/yyyy)
	Previous versions available on the information management system			
3.0	Version for Approval	Malcolm Green		03/04/2019
3.1	Policy review and update	Ulash Pratap	A/GM S,F&BS	25/07/2021
4.0	Policy review and update	Ulash Pratap	Acting CEO	25/07/2021
5.0	New policy (incorporates elements of the previous Probity Policy)	Kelsey Deutscher [Laura Spikula & Michael Westenberg]	Board	02/05/2024



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