



1st Energy

Family Violence Policy

New South Wales, Queensland, Tasmania & Victoria

Effective 01 January 2020

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1st Energy's family violence policy

We understand that exposure to family and domestic violence can cause substantial and significant emotional, psychological, economic, social and behavioral harm to our customers and employees.

We're committed to providing safe support to our customers and employees impacted by domestic and family violence. Through raising an awareness about family violence, shared knowledge, ongoing training and application of best practices across our organisation we are determined to win trust and provide tailored assistance for our employees and customers exposed to domestic and family violence.

The 1st Energy approach to responses to family and domestic violence cases adheres to the following principles:

1. Customers affected by family violence are entitled to safe, supportive and flexible assistance in managing their personal and financial security;
2. We will listen to our customers and employees without judgement and with sensitivity and respect;
3. Appropriate confidentiality of discussions regarding personal information will be maintained in line with 1st Energy policies and relevant legislation;
4. Promote the available assistance for affected customers experiencing family violence by providing training, a direct phone number and assistance available on the 1st Energy website and sending the copies of this family violence policy on request to our customers or community organisations.



1st Energy has developed this policy recognising a collaborative approach involving Government, corporate and community sectors is essential in order to effect long term systemic change for those experiencing family violence.

Objectives

The objective of this policy is the provision of safe support and various types of assistance to people affected by family violence that ensure energy supply is maintained; free up time, money and space to concentrate on other aspects of survival; and encourage the victim-survivor in their path to build a life free from violence.

This policy will adhere to the requirements of the Energy Retail Code Victoria however, will be applied across all states 1st Energy provides energy retail services in.

Scope

This policy applies to 1st Energy employees and customers who experience domestic and family violence. Employees or customers who experience or at risk of experiencing domestic and family violence are encouraged to seek our support.

This policy also outlines 1st Energy approach and forms of support available within and outside 1st Energy that will help to create a family violence framework to provide a safe environment and achieve the best possible outcomes for our customers and employees.



Our Commitment to our Customers

What we will do

- Case-manage customers affected by family and domestic violence by a specifically trained staff member so they can assist our customers in a respectful and appropriate manner and not add stress to their complex circumstances;
- Enact safe support processes to:
 - ✓ avoid disclosure of family violence stories more than once
 - ✓ ensure information pertaining to customers affected by family violence is handled securely and confidentially
 - ✓ utilise an affected customers preferred method of contact
 - ✓ keep records of agreed arrangements
- Support customers experiencing family and domestic violence with debt or payment difficulties including:
 - ✓ offering them access to our Hardship Program and tailored assistance
 - ✓ individually tailored payment plans
 - ✓ advice about government grants and concessions
 - ✓ consider debt relief
- Refer customers who may be affected by family and domestic violence to external specialist family violence services;
- Provide training for staff members who may engage with affected customers;
- Publish this policy and external counselling and referral services on the 1st Energy website;
- Provide a copy of this policy to customers on request; and
- Reflect any Energy Retail Code amendments in this policy and implement Essential Services Commission's Family and Domestic violence requirements.

Roles and Responsibilities

All employees are responsible for developing knowledge of family and domestic violence aspects understanding of how their work functions and attitudes can help 1st Energy to support affected co-workers and customers.

The Credit Manager is responsible for directing, reviewing and reporting on progress of the implementation of the Family Violence Policy regarding the 1st Energy customers.

The Senior Leadership Team is responsible for assigning responsibilities under this policy and overseeing its incorporation into our business planning activities.

Policy review

1st Energy will assess this policy at least once every two years.

Internal References

- Residential Hardship Guidelines
- Residential Hardship Policy
- Procedure for Managing Enquiries and Complaints

Call 000 if you are in danger

Resource	Description	Contact
1800RESPECT	National Sexual Assault, domestic family violence counselling service. Confidential information, counselling and support service.	Phone: 1800 737 732 Website: 1800respect.org.au
Safesteps	National family violence support service available 24/7 with safety planning, risk assessment and further support services. Can arrange refuge for women. Website has a 'quick escape' button redirecting to Google.	Phone: 1800 015 188 (Avail 24/7) Website: safesteps.org.au
Mensline Australia	Mensline Australia is the national telephone and online support, information and referral service for men with family and relationship concerns. Mensline provides 'male-friendly' counselling both online and by telephone.	Phone: 1300 789 978 (Avail 24/7) Website: mensline.org.au

Other important information

HOW TO CONTACT OUR SAFE SUPPORT TEAM



Call us on 03 9113 5909, Monday to Friday 9.00am to 5.00pm (AEST).



Write to us at Safe Support Team, PO Box 16029, Collins St West VIC 8007



Online at [1stenergy.com.au/contactus](https://www.1stenergy.com.au/contactus)



Email safesupport@1stenergy.com.au

INTERPRETER SERVICES

Servizio Interpreti
Servicio de interpretación
Dịch vụ phiên dịch
تامدخ قمچرتلا ةيروقلا
译服务
Υπηρεσία Διερμηνέων

Call 13 14 50

CONSENT INFORMATION

You can authorise another person to act on your behalf. Contact 1st Energy and we can organise for your nominated contact to be added to your account.

HOW TO ACCESS THIS POLICY

Let us know if you would like a copy of this family violence policy and how you would like it sent to you; we're here to assist you. A copy of this family violence policy will be sent to via your preferred method of receiving written communication.



This policy is easily accessible for you to read or print from our website homepage www.1stenergy.com.au/support/safesupport. Click on the payment difficulties button for this family violence policy and information on how we can help you.



This policy is easily accessible for customers that don't have access to our website. Let us know and we can post you a copy of this family violence policy.

CONCESSIONS, REBATES & GOVERNMENT ASSISTANCE

Information about concessions, rebates and government assistance is available by contacting 1st Energy or on our website at <https://www.1stenergy.com.au/billing-payment/concessions-rebates>.

FINANCIAL COUNSELLING SERVICES	EMOTIONAL SUPPORT & PRACTICAL ADVICE				
<p>Financial Counselling Australia Ph 1800 007 007</p> <p>National Debt Helpline Ph 1800 007 007</p> <p>Salvation Army Ph 13 SALVOS (13 72 58)</p> <p>St Vincent de Paul Ph 03 9895 5800 Email: info@svdp-vic.org.au</p>	<p>Crisis support – Lifeline Ph 13 11 14 (24 hours)</p> <p>Depression or anxiety – Beyond Blue Ph 1300 22 46 36 (24 hours)</p> <p>Domestic violence and abuse – 1800respect Ph 1800 737 732 (24 hours)</p> <p>Drug and alcohol addiction – Counselling online 1800 888 236 (24 hours)</p> <p>Gambling – Gambling Help online 1800 858 858 (24 hours)</p>				
<h3>CENTREPAY INFORMATION</h3>					
<p>Customers receiving Centrelink benefits can apply for energy payments to be made via Centrepay. Our Centrepay reference number is 555117312V.</p>					
<h3>COMPLAINTS</h3>					
<p>Customers can let us know if we haven't got something quite right and contact our helpful Customer Service Team on 1300 426 594. We'll do our best to help and a customer can ask to speak to a Team Leader if we haven't sorted out the problem. Or customers can email compliance@1stenergy.com.au. If you feel we have not resolved your complaint and are still unhappy with your situation you can lodge your complaint with your relevant State Energy Ombudsman, an independent, free service.</p> <p>Here's how you can contact your state's Ombudsman:</p> <table data-bbox="197 1444 1410 1534"> <tr> <td>New South Wales 1800 256 545</td> <td>Queensland 1800 662 837</td> </tr> <tr> <td>Victoria 1800 500 509</td> <td>Tasmania 1800 001 170</td> </tr> </table>		New South Wales 1800 256 545	Queensland 1800 662 837	Victoria 1800 500 509	Tasmania 1800 001 170
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<h3>PRIVACY</h3>					
<p>Privacy is important to us and we're committed to the Australian Privacy Principles. Our privacy policy is available at www.1stenergy.com.au.</p>					

Version	1.0
Policy Owner	Head of Regulatory and Compliance
Approved by	Managing Director
Date of release	01 January 2020, Approved December 2019