

Core Values

1. Purpose

Those Values that guide the Company's behaviour and how we interact with each other and our stakeholders:

- Integrity – We will act with personal integrity and fairness; communicate openly, honestly and constructively; build and maintain trust with our work mates and be transparent in approaches to each other.
- Effectiveness – We are performance and outcome orientated; focus on business goals and objectives; assess appropriate allocation of resources, energy and time when undertaking tasks; demonstrate constructive and deliberate actions to ensure delivery of service and seek out opportunities for personal and professional growth.
- Sustainability – We will aim to surpass our shareholder's expectations; think both short and long term; foster business relationships and deliver on our obligations to environment and community.
- Innovation – We will promote continuous improvement; encourage and value new ideas; assess and provide constructive feedback; be prepared to ask “why” and challenge boundaries; regularly benchmark our performance against similar businesses with the objective to improve; think ahead, anticipate obstacles and provide solutions; demonstrate initiative and celebrate our successes.
- Safety and Wellbeing – We will operate according to company plans, standards, policies, procedures and guidelines; demonstrate duty of care to self and others; be vigilant for, and promote safety improvements; identify hazards and control them in a timely manner and demonstrate a balance between working and home life.
- Professionalism – We will be accountable and follow through with commitments; volunteer and demonstrate enthusiasm for challenges; operate with a bias for action; strive to exceed the standards and expectations of the business; lead and influence others in a positive way - “lead by example” and acknowledge and take responsibility for our mistakes.
- Transparency – We will seek feedback in order to achieve open communication and foster collaboration; offer constructive feedback to others that is timely, specific and descriptive; be proactive in communicating outcomes across our sites and to the corporate team.

This Core Values Statement was adopted by the Board on 29 September 2021.