

Statement of Values

Approved by the Board with effect 25 February 2021

1. Introduction

- 1.1 The Company instils and reinforces a culture across the Company of acting professionally, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training and reinforcing the values in interactions with employees.

2. Statement of values

- 2.1 Our key objective is to continually deliver superior value for shareholders.

Authentic

We are fearlessly authentic and prepared to stand up for what we believe. Our actions are consistent with our beliefs and values - never afraid to be our authentic selves.

Performance

We are a performance driven organization striving to build a strong track record of consistently delivering shareholder value by meeting strategy and targets developed to drive continuous improvement for all stakeholders.

Teamwork & Long Term Partnerships

We accomplish more with an integrated, inclusive, diverse high-performance team where we trust and support each other. We celebrate and reward team success. We also look to form long term partnerships with key stakeholders in our community, that deliver WIN:WIN results.

Dynamic & Innovative

Finding ways to improve and innovate is at the core of everything we do. It's what releases and drives value for our shareholders and customers. We hold a dynamic view of the world to invite new beliefs and perceptions to develop more opportunities to grow and remain relevant.

Respectful, Responsive & Reliable

We believe that a diverse workforce is a key competitive advantage so we aim to attract and select a diverse range of people based on merit and through fair and equitable processes, without regard to personal attributes. We encourage and value strong, open and inclusive communication and treat all people, within and outside the Company, ethically and with dignity and respect. We are responsive to all stakeholders and endeavour to under-promise and over deliver on all levels to demonstrate our reliability.

Safety, Environment and Community

Safety, health, community and the environment are our priority. Operating safely with due regard to the environment and communities in which we operate, enhances the sustainability and performance of our business and protects our people. We are committed to reducing our environmental impacts while providing superior service and value to our customers. We believe that all injuries are preventable and that no task is so important that it can't be done safely. This underpins our belief that everyone has the right to go home safely, and together we make it happen. Fundamental to achieving this vision is holding each worker including management, responsible and accountable for health and safety, providing training to work safely and consultation and engagement.

Governance

We manage our business risks through sound business process and high-quality decision making. To be as transparent as possible we follow all applicable rules, regulations and standards and aim to set high benchmarks for others to follow.