

Statement of Values

1. Introduction

- 1.1 The Company instils and reinforces a culture across the Company of acting lawfully, 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 on the values and referencing and reinforcing the values in interactions with employees.

2. Statement of values

2.1 Our overarching objective is to deliver sustainable growth in total shareholder return. In pursuing this we manage our business and make our decisions consistent with the following values:

- Care: prioritising safety; health; the environment; and community.
- Integrity: striving to be consistent; staying true to our values; and accountable for our actions.
- Fairness & Respect: valuing diversity & difference; acting without prejudice; and communicating with courtesy.
- Transparency: being honest; addressing problems; and being clear with our communications.
- Collaboration: sharing ideas and knowledge; encouraging cooperation; listening to our stakeholders; and building long term relationships.
- Awareness: taking account of all identified key issues in our decisions; and considering future impacts.
- Commitment: staying focused on the core objectives; making pragmatic, quality technical and commercial decisions; and being decisive with the courage of our convictions.

2.2 It is the Company's expectation that all directors, senior executives and employees will:

- act in accordance with the Company's stated values and in the best interests of the Company;
- act honestly and with high standards of personal integrity;
- comply with all laws and regulations that apply to the Company and its operations;
- act ethically and responsibly;

- treat fellow staff members with respect and not engage in bullying, harassment or discrimination;
- deal with customers and suppliers fairly;
- disclose and deal appropriately with any conflicts between their personal interests and their duties as a director, senior executive or employee;
- not take advantage of the property or information of the entity or its customers for personal gain or to cause detriment to the entity or its customers;
- not take advantage of their position or the opportunities arising therefrom for personal gain; and
- report breaches of the code to the appropriate person or body within the organisation.