

Statement of Values

Approved by the Board with effect 30 June 2023

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.

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.

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.

Teamwork

We accomplish more with an integrated, inclusive, diverse high-performance team where we trust and support each other. We celebrate and reward team success.

Respect

We encourage and value strong, open, and inclusive communication and treat all people, within and outside the Company, ethically and with dignity and respect.

Governance

We manage our business risks through sound business process and high-quality decision making. We follow all applicable rules, regulations, and standards.