

Values Statement

Adopted by the Board on 9 September 2021

Our objective is to deliver sustainable growth in shareholder value and manage our business consistent with the following values:

- Care:** prioritising health and safety, cultural heritage, the environment, and our local communities.
- Integrity:** striving to be consistent, staying true to our values, and accountable for our actions.
- Fairness:** showing respect to others in the way we act and communicate, valuing diversity and difference, acting without favouritism or prejudice, and communicating with courtesy.
- Transparency:** being open and honest, addressing challenges, and being clear with our communications.
- Collaboration:** sharing ideas and knowledge, listening to our work colleagues, encouraging cooperation, listening to our stakeholders, and building enduring relationships.
- Awareness:** taking account of all identified key issues in our decisions, and contemplating the future impacts of our actions.
- Commitment:** staying focused on our core objectives, making pragmatic technical and commercial decisions, and being decisive with the courage of our convictions.

