

# Our Values

These are the key things we value, we measure all our daily activities against these. They define the way we do business.

## We value our people above everything else

We demonstrate this by:

- Providing safe, positive, enjoyable workplaces where everyone feels valued and respected.
- Providing careers, not jobs, we grow together.
- Encouraging inclusion, participation and collaboration.
- Recognising and rewarding contribution and excellence.
- Supporting our people through tough times.
- Fostering healthy work life balance.

## All our workplaces are safe work places

There is nothing more important to us than our team members going home healthy and safe every day, we won't accept anything less. We believe workplace safety is a management choice, by providing safe work systems and education we achieve our daily goal of Zero Harm.

We:

- Take the time to make our work areas safe, whatever it takes.
- Don't accept shortcuts.
- Look out for each other.
- Investigate our incidents and learn from them, no repeats.
- Are constantly looking for ways to improve the safety of our workplaces and the health of our team members.
- Think safe, work safe, go home safe!

## The planet benefits from our existence

We are relentlessly pursuing our objective of providing our clients with pathways to sustainable development. To achieve our vision we

- Minimise our environmental impact in everything we do.
- Actively develop and promote world's best practices in rehabilitation of disturbed land.

## We are proud of who we are

Our reputation means the world to us. We:

- Treat everyone with respect, and we expect it in return.
- Follow the rules
- Do what we say we will do.
- Own our mistakes and we fix them.
- Are trustworthy and transparent.

## We set the standard

We are uncompromising on quality.

We are the best at what we do, and we do what we are best at.

We are always improving.

## We succeed together

We believe in win-win relationships. When our Business is profitable everyone benefits, our shareholders, employees, clients, suppliers and the community.

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- work as a team, we get it done together
- are building on our success and growing together
- choose to work with employees, customers, and suppliers who fit our values.