

STATEMENT OF VALUES

The Board of the Company has adopted this statement of values to express the standards it expected of the Board, senior management and employees to adhere to in pursuing the goals of the Company.

The Directors and senior management of the Company are responsible for incorporating these values across the operations of the Company. The Board has adopted extensive corporate governance policies and procedures that detail the responsibilities of Directors and senior management with respect to the governance of the Company.

The core values of the Company are set out below:

Integrity

Adherence to the values of the Company are informed in large part by the actions of its Directors and senior management and accordingly a “lead by example” approach is adopted to uphold the strategic and aspirational vision of the Company. All staff are encouraged to act honestly and with integrity in all interactions as a means of building trustworthiness and effective relationships.

The Board encourages a culture of risk awareness and reporting and allocates resources for addressing or minimising risks associated with the Company on the basis of a risk framework that is reviewed by the Board periodically in the context of the evolving risk appetite of the Company as determined by the Board.

Excellence

The Company pursues excellence and strives for best practice with a fit-for-purpose approach through continuous improvement and adaption to reflect the circumstances of its operations.

The Company ensures its employees (including Directors and senior management) and service providers have the appropriate skills and experience to perform their roles effectively and efficiently.

The Company has adopted a skills matrix with respect to its Directors and conducts performance evaluations of the Board and senior management in each reporting period.

The Company seeks to foster an open and supportive environment in its workplace practices and interactions with internal and external stakeholders, including shareholder engagement.

The Company seeks to continuously adapt and build upon its relationships with external stakeholders (including service providers) to improve collaboration and enhance the reputation of the Company. The Company also seeks to encourage shareholder participation at general meetings and to facilitate two-way engagement between the shareholders and the Company.

Safety

The Company is committed to providing and maintaining a safe and non-discriminatory working environment to safeguard the health and safety of our employees, consultant contractors, customers, suppliers and other persons who visit our workplace, or who we work with, as required by law.

Respect

The Company shows consideration for the value of its employees and service providers, as well as its shareholders and other stakeholders. The Company seeks to comply with all legal requirements in connection with its activities.

Openness and accountability

The Board is committed to being transparent, unambiguous and accountable regarding the operations of the Company and seeks to maintain regular, detailed communication with its internal and external stakeholders. The Company is committed to strict compliance with its disclosure obligations under the law (including the ASX Listing Rules as they apply to the Company).

The Board understands that it and the senior management of the Company are largely responsible for the social and environmental impact of the Company, and these considerations form part of the strategic risk assessment undertaken by the Board in determining the risk appetite of the Company.