

Culture and People Statement

Our culture is not accidental and our quality is a product of our people and our culture. We put our people and our culture at the heart of our strategy and we empower, enable, motivate and support each other to succeed. Our desire and efforts fill our minds with exciting possibilities and lead our head and our heart to things that really matter. Each of us wants to be remarkable, and we won't accept anything less of ourselves or of our colleagues, teams or the company.

We work hard to attract, hire, and retain great people. Diversity of perspectives and experience contributes to the success of our teams and the company. Our decisions regarding hiring, compensation, training, and evaluating performance are made fairly and after striving to recognise unconscious bias.

We know that mastery of our skills and abilities is essential for success and we strive to learn and grow to improve ourselves, help our colleagues, delight our customers, and reward our employees and shareholders, and the community. We want work that challenges us, drives us, teaches us, and rewards us. Everyone has an obligation to themselves, their team, and the company to grow and improve. We know that working hard and thinking differently in order to deliver fantastic results is an essential part of personal growth and we're not afraid to develop and stretch and push ourselves to become skilled masters of our domain.

We are a 'team of teams' with a clear purpose, a flat structure and a shared vision. We combine our talent, skill, commitment, passion, and creativity so that our efforts are amplified, focused, and successful. Teamwork and collaboration is just as important as personal effort, growth, and achievement and we value our teams as we value our people. Effective teamwork towards a shared vision is central to our success

Authorised by:

Michael Taranto

Managing Director

Dated:

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