

# VALUES STATEMENT

Our people are our cornerstone. We foster an inclusive, respectful environment where diversity is celebrated, teamwork thrives, and safety is paramount.

We set clear objectives and hold ourselves accountable to achieve them. Through continuous improvement, disciplined execution and responsible stewardship, we deliver sustainable shareholder value and exceed stakeholder expectations.

We build lasting, positive relationships in our communities by championing environmental responsibility, ethical conduct and shared prosperity.

We conduct ourselves with honesty, fairness and transparency, ensuring that our actions reflect our commitment to doing what is right.



Managing Director

8 September 2025

Date

## OUR VALUES

### PEOPLE

**People are our most valued resource**

- We embrace diversity, inclusion and a culture of kindness, and foster open mindedness to new ideas.
- We treat each other with respect and dignity and value the collective power of teamwork.
- We do not accept rude, abusive or undermining behaviour.

### SAFETY

**We do not compromise on safety**

- We make the safety and health of our people the highest priority, providing a safe work environment.
- We are vigilant about identifying unsafe behaviours and are not afraid to speak up, because we are encouraged to do so.
- We work towards zero harm on a daily basis – in our jobs, our homes and our communities.

### PERFORMANCE

**We strive for excellence in all aspects of our work**

- We foster a culture of innovation and encourage creative problem solving.
- We strive for continuous improvement every day, prioritising shareholder value and meeting stakeholder expectations responsibly and sustainably.
- We clearly define goals and objectives to help stay focused and motivated to ensure excellence.

### COMMUNITY

**We treat people in our community with respect**

- We aim to provide for a long-lasting positive impact in our community.
- We endeavour to achieve world excellence in our compliance with environmental laws and protection of the country's natural resources.
- We cultivate positive relationships and contribute to nurturing the community environment in which we live and work.

### INTEGRITY

**We act with honesty, fairness and transparency**

- We hold ourselves to the highest ethical standards.
- We tell the truth, stand up for what we know is right and protect the people who have the courage to do this.
- We report facts and figures accurately, keep confidential information private and refuse to cover up or turn a blind eye to what we know is unethical.