

# Statement of Values

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## 1. Introduction

Schrole Group Ltd instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.

The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

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## 2. Statement of values

Our overarching objective is to deliver sustainable total shareholder return. In pursuing this we manage our business and make our decisions consistent with the following values:

- a) Care: prioritising safety; health; the environment; and community.
- b) Integrity: striving to be consistent; staying true to our values; and accountable for our actions
- c) Fairness & Respect: valuing diversity & difference; acting without prejudice; and communicating with courtesy.
- d) Transparency: being honest; addressing problems; and being clear with our communications.
- e) Collaboration: sharing ideas and knowledge; encouraging cooperation; listening to our stakeholders; and building long term relationships.
- f) Awareness: taking account of all identified key issues in our decisions; and considering future impacts.
- g) Commitment: staying focused on the core objectives; making pragmatic, quality technical and commercial decisions; and being decisive with the courage of our convictions.