

S172 Statement

The Directors continue to act in a way that they consider, in good faith, to be most likely to promote the success of the Company for the benefits of the members as a whole, and in doing so have regard, amongst other matters to:

- the likely consequences of any decision in the long term;
- the interests of the Company's employees;
- the need to foster the Company's business relationships with suppliers, customers and others;
- the impact of the Company's operations on the community as well as the environment;
- the need to act fairly as between members of the Company; and
- the desirability of the Company maintaining a reputation for high standards of business conduct.

The Board has always recognized the relationships with key stakeholders as being central to the long-term success of the business and therefore seeks active engagement with all stakeholder groups to understand and respect their views.

Decision Making

The Board fulfils its duties to act in good faith to promote the success of the Company through its decisions which are guided by the Group's Ultimate Objective.

Employee Engagement

Our workforce is our most valuable asset. The health, safety, and wellbeing of our employees is one of the primary considerations in the way we do business.

Business Relationships

Our customers provide the opportunity for the success of the Company and therefore any impacts to them are taken into consideration when it comes to Company decisions.

Community and Environment

Our Company respects the environments and communities in which we and our clients operate. We strive to minimize negative environmental impacts associated with our activities. Understanding and protecting the environment is a fundamental responsibility of our business.

Culture and Values

Our Company's culture is characterized by a culture of discipline which is based around the idea of freedom and responsibility within a framework. We try to fill this culture with people who are willing to go the extra mile to fulfill their responsibilities. We believe that it should not be necessary for anyone to be a strict disciplinarian. We will achieve our ultimate objective through continuous improvement.

Lawful conduct and fair competition are integral to business activities and an important condition for maintaining a reputation for high standards of business conduct securing long term success.