

Statement of Values 2021

1. Introduction

- 1.1 Avenira Limited (**Company**) 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.
- 1.2 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.

2. Statement of values

- 2.1 In formulating the Statement of Values of the Company the following matters were considered:
 - (a) what are the principles and norms that define the Company, what it aspires to be and what it requires from its directors, senior executives and employees to achieve these aspirations;
 - (b) what behaviours are needed from officers and employees to build long term sustainable value for its shareholders; and
 - (c) the need for the Company to preserve and protect its reputation and standing in the community and with key stakeholders such as customers, employees, suppliers, creditors, law makers and regulators.
- 2.2 The Company's Statement of values is based upon the following
 - **safety** –we believe the safety and well-being of our employees, contractors and all stakeholders is our number one priority
 - **honesty** – we operate our workplaces with fairness, integrity and transparency in all of our dealings with all stakeholders and provide an honest, unbiased and unprejudiced work environment
 - **respect** –we respect the environment, our people and all stakeholders in the communities in which we operate.
 - **accountability** – we take responsibility for our own actions, ensuring appropriate use of information, exercising diligence and duty of care obligations and avoiding conflicts of interest