

# Statement of Values

## 1 Overview

- 1.1 Gathid Limited ACN 108 411 427 (**Company**), and its subsidiaries from time to time (**Group**) is committed to acting lawfully, ethically and responsibly.
- 1.2 The board of directors (**Board**) of the Company has established this Statement of Values for the purpose of ensuring that the Group's values create a link between the Company's purpose and its strategic goals by expressing the standards and behaviours that it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

## 2 Statement of Values

- 2.1 The Statement of Values for the Group is as follows:

**People:** We are a diverse and closely connected group. We respect each other and thrive on honesty, as together we are the solid foundation of our solutions.

**Customer-centric:** Our customers have complex problems that require strong engagement. We go the extra mile to make sure we have a satisfied customer. Always.

**Process-minded:** Safety, security and compliance are at the core of our thinking. We are attuned to the processes of our customers, from our own deeply rooted process-driven mindset.

**Passion:** Passion is at the heart of our company. We are continuously moving forward, innovating and learning, as we ethically strive to always be the best in our industry.

## 3 Instilling values

- 3.1 The senior executives within the Group will be responsible for instilling these values across the Group as an organisation.

3.2 All employees will receive training on the values and senior managers will be expected to continually reference to and reinforce the values.

## 4 Review of this Statement

4.1 The Board will review this Statement at least annually to ensure that it accords with best practice and remains consistent with the Group's goals and purpose.

4.2 This Statement may be amended from time to time by resolution of the Board.

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Approved by (and when)	Board of Directors (12 Dec 2023)