

Statement of Values

The Company instils and reinforces a culture of acting lawfully, ethically, and responsibly. It seeks to operate in line with the values set out below and to 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.

The Company's overarching objective is to deliver sustainable total shareholder return. In pursuing this the Company manages the business and makes decisions, consistent with the following values:

1. Agility:
 - We expect the unexpected.
 - We value the ability of people to respond quickly to a constantly changing environment in a manner that is calm and considered.
2. Collaboration:
 - We encourage people to share their ideas and knowledge, without fear of judgement and ridicule.
 - We actively listen to people's ideas, with a view to understanding their points of view, not just hearing them.
 - We respond in a manner that is sensitive to the views and needs of all stakeholders.
3. Insight:
 - We work tirelessly to identify and understand the key factors affecting the performance of our people, our software, and our customers.
4. Innovation:
 - We will continuously seek to develop more efficient or effective solutions.
5. Integrity:
 - We strive to be consistent; staying true to our values; and accountable for our actions.
6. Transparency:
 - We are honest; addressing problems; and being clear with our communications.
7. Commitment:
 - We stay focused on the core objectives; making pragmatic, quality technical and commercial decisions; listening to our stakeholders and building long term relationships; and are decisive with the courage of our convictions.

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Title	Statement of Values			Document Controller	Chief Financial Officer			