

# Who We Are and Our Aspirations Policy

We are an Australian company that delivers Human Capital Solutions. We optimise productivity and mitigate risk in the people component of our clients' businesses.

We are the team that people immediately think of, turn to, trust and rely upon for support when they have a human capital question.

We are renowned for achieving sustainable profit through enduring competitive advantage.

## Valuing People

We build respectful long-term relationships, both within our organisation and externally; relationships based on performance, transparency, integrity and trust.

## Safety & Operational Excellence

Our knowledge management and operating systems incorporate a no compromise duty of care framework that partners with our people to encourage quality performance while providing optimum personal protection.

## Innovation

We annually reinvest a significant proportion of our profit back into research and development of our intellectual property, evidencing our passion for learning and continual improvement.

## Partnership & Service

Our reputation is based on the demonstrable difference that our performance has made, not just to our clients' productivity but also to the wellbeing of our employees.

## Life & Work

We actively encourage our employees to strive for the right work-life balance. We recognise that it is important for us to enjoy the journey, to enjoy the company of each other and our families and to actively contribute to the social and economic well-being of the various communities in which we live and work.

Signed:

Hamish Griffin  
Chief Executive Officer  
WorkPac Group of Companies  
Date: 21<sup>st</sup> March 2022

