

STATEMENT OF VALUES

1. OVERVIEW

The Board of McGrath Limited (**McGrath** or the **Company**) has established this *Statement of Values*, which are the guiding principles and norms that define what type of organisation McGrath aspires to be and what the Board requires from its directors, senior executives and employees to achieve that aspiration.

McGrath's Values create a link between the Company's purpose and its strategic goals, by expressing the standards and behaviours the Board expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

There are **5 key values** that guide how we work are:

- Integrity** Owns the word "Integrity" in conducting themselves and in how they treat others, communicates openly and honestly with colleagues and clients, takes responsibility for themselves and their actions, displays ethical behaviours that encourage others to do the same
- Passion** Approaches every situation with intense enthusiasm and excitement
- Excellence** Provides "Six Star Service"; to meet and exceed the expectations of McGrath colleagues, managers and external clients, maintains quality despite pressure and time restraints
- Simplicity** Remain uncomplicated and easy to understand. 'The quality of being simple'.
- Community** Collaborates with other McGrath team members to achieve the most desirable outcome for all stakeholders, involved in the local community, gives 100% with little expectation of reward in return.

We value technical excellence and innovation, and we aim to attract and retain the best people for jobs at all levels.

We lead by example, supporting each other to act with integrity, be accountable, and consistently live our values every day.