

Values Statement



At Ramelius, how we behave as individuals and as a team, reflects our values and drives our success. What we achieve and how we achieve it are equally important.

We are committed to achieving success for all stakeholders by making decisions, creating an environment and taking actions which reflect these values:

- We **Empower** our people
 - by this we mean we are “can-do”
- We achieve **Fit for Purpose** outcomes
 - by this we mean we are efficient
- We **Deliver** and do it safely
 - by this we mean we are safe, credible and reliable
- We are **Authentic**
 - by this we mean we act with honesty, integrity and respect

Our values are a reflection of what we believe in, define our business, have been core to our success to date and will underpin success as we continue to grow our company.

To live by our values it is expected the Ramelius Board and employees all contribute to providing the environment for and living our values:

- We are **empowered** by:
 - thinking for ourselves and making good decisions
 - being flexible and adaptable as a group to drive outcomes
 - being nimble, multitasking and making informed decisions
 - attracting and retaining the right people who achieve personal job satisfaction by being “can do”
- We achieve **fit-for-purpose** outcomes by:
 - generating value for our shareholders
 - not gold plating everything
 - maximising value from our assets
 - conserving and not wasting scarce resources
- We **deliver** and do it safely by:
 - allowing trust to exist within and outside our business
 - delivering reliably and consistently on our promises
 - focussing on growth
 - being continually accountable for achieving our goals
 - recognising and rewarding our people for their contribution to the achievement of our goals
- We are **authentic** by:
 - engaging in moral and ethical behaviour at all times
 - acting with integrity
 - treating people equally and with respect
 - communicating honestly and being accessible

Mark Zeptner
Managing Director

February 2025