



**HRL Holdings Limited**  
Level 12, 145 Eagle Street  
Brisbane Queensland 4000, Australia  
GPO Box 216  
Brisbane Queensland 4001, Australia  
**Tel** +61 7 3105 5960  
**Email** admin@hrholdings.com

# Core Values

---



## Core Values

At the foundation of every successful company are clear and consistent Core Values that drive behaviour and underscore every decision it makes. HRL's Core Values are:

- **Safety** – We create a safe working environment where our workforce is empowered to take action and be responsible for the health and safety of all
- **Trusted** – Honest and able to be relied on to do what is expected and always taking responsibility for our own actions
- **Engaged** – We work at HRL because we want to and enjoy being part of what the company is doing
- **Always Learning** – Eager to learn and enjoy sharing knowledge with our colleagues, peers and customers
- **Continuous Improvement** – Constantly looking for ways to do better, applying lean thinking to develop robust and efficient ways of working and communicating
- **Open to Change** - Adaptable and ready to test and challenge how we think or what we do.
- **Innovative** - We approach challenges positively, applying our knowledge and an innovative attitude to be part of great solutions and a great team.
- **Dependable** - Teammates and customers find us friendly, helpful and always prepared to do what we can to go above and beyond expectation

HRL's Core Values are expressed through the principles and standards set out in the HRL Code of Conduct Policy. Living by these Core Values and remaining true to the Code supports our vision, shapes our culture, and enhances our sustainability.

The Code applies to all directors, officers, employees and everyone working on behalf of HRL, including contractors. The Code is designed to guide all parties to make the right choices and use good judgment in any situation.

HRL is focussed on enhancing a reputation as a great company and a great place to work built on the talent, commitment and integrity of its workforce. Commitment to the Core Values will safeguard our high standards of business integrity and ensure our future success.

## Review

The Statement is reviewed annually by the People and Culture Committee to keep it up to date and consistent with legislative and other Corporate Governance Requirements.

**This Policy was reviewed and approved by the Board of Directors on 25/06/20**