

# **STATEMENT OF VALUES**

**Urbanise.com Limited ACN 095 768 086**

**Adopted 01 July 2020**

## **1 OVERVIEW**

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- 1.1 Urbanise.com Limited ACN 095 768 086 (**Company**), and its subsidiaries from time to time (**Group**) is committed acting lawfully, ethically and responsibly.
- 1.2 The board of directors (**Board**) of the Company has established this Statement of Values for the purpose of ensuring that the Group's values create a link between the Company's purpose and its strategic goals by expressing the standards and behaviours that it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

## **2 STATEMENT OF VALUES**

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### ***Value Others***

*"Be somebody who makes everybody feel like somebody"*

### ***Integrity***

*"Do the right things, even if it hurts"*

### ***Greatness***

*"Let's dream big. Let's aspire to something bigger than ourselves!"*

### ***Tenacity***

*"Finish what you started, giving up is not an option"*

### ***Disrupt***

*"Predict the future by creating it. Do not become the status quo. Challenge it. Change it."*

## **3 INSTILLING VALUES**

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- 3.1 The senior executives within the Group will be responsible for instilling the values across the Group as an organisation.
- 3.2 All employees will receive training on the values and senior managers will be expected to continually reference and reinforce the values.

## **4 REVIEW OF THIS STATEMENT**

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- 4.1 The Board will review this Statement at least annually to ensure that it accords with best practice and remains consistent with the Group's goals and purpose.
- 4.2 This Statement may be amended from time to time by resolution of the Board.