

DAVID
HAYGARTH

SMT VALUES

Preamble

- Values outlined below are those adopted by the SMT team
- We shall continually monitor our own behaviour against these values

Values

We believe in these key Values:

The Customer comes First:

Our customers dominate our priorities; we aim to meet customers' needs, on time every time.

Respect for individuals:

We encourage constructive, candid, open communications. We are accessible. We always treat our people with fairness and equity. We trust our colleagues.

Highest Standards of Integrity:

We always act honestly. We say what we mean; we mean what we say.

Business Success:

Business success secures our future. Our profits permit us to invest for long-term customer satisfaction, a rewarding future for our people, and a return to the shareholder.

Continual improvement:

We seek new ways of doing things, taking risks where necessary in pursuing new opportunities.

Teamwork:

We acknowledge our interdependence; we give recognition for a job well done.

W. Wayne Blay

Eric Bader

Christopher Leggett

Peter McLean

Tony Wagstaff

D. J. Winkler

Charles Jones

Steve Alba

J. A. Lockwood

Frank Kellerman

A. Gilligan

Chris Vassallo

Bronwynne
Forsman

John C. Campbell

Bruce McLean

0721801