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## BEYOND THE BREAK GROUP CULTURAL COMMANDMENTS

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BTB is committed to holding ourselves accountable for our standards, our practices in what we say and in what we do. To us behaviour is everything.

BTB is committed to continual improvement of safety performance and the elimination of workplace injury and illness. In addition, BTB is committed to well-being initiatives at work.

BTB's Cultural Commandments are what we hold the mirror to.

- Courage & Commitment – We never give up and we never give in. We do what is right.
- Empowerment – We say what needs to be said and support those who do the same.
- Family – We care for each other and our families. We never lose sight of this.
- Honesty & Integrity – We have a moral compass that does not waiver.
- Ideas & Innovation – We always welcome new ideas, no matter how odd they may be right now.
- Enthusiasm – We believe that positive energy in a forward direction is everything.
- Humility – We believe we do not know it all and welcome opportunities to improve and be better.
- Passion – We believe in what we do and when we lose this belief, we should stop what we do.
- Goal Setting – We set tough targets because that's what high performers do. We embrace challenge.
- Diversity & Difference – We believe that the next person we meet is a friend in waiting.

These commandments are reviewed all the time and improved upon where and when we can improve ourselves.

Signed by



**Simon Phin**

CEO & Managing Director

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