

## **STATEMENT OF VALUES**

Spacetalk Ltd. ACN 091 351 530

## **1 OVERVIEW**

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- 1.1 Spacetalk Ltd. ACN 091 351 530 (**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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- 2.1 The Company's values shape its culture. They influence how the Company works, its products and how it treats its customers and employees.
- 2.2 The Core Values of the Company are:
- (a) Care – put a lot of heart in
  - (b) Learn – always learning
  - (c) Trust – customers are the lifeblood
  - (d) Grow – thrive in the unexpected
  - (e) Accountability – delivery

## **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.

Date: 04 May 2022

Our values shape our culture. They influence our work, products and how we treat our customers and each other.



Core Values	Care	Learn	Trust	Grow	Accountability
How we express them	We put a lot of heart in	Always learning	Customers are our lifeblood	We thrive in the unexpected	We deliver
What they mean	We care deeply about our customers, products and team. There are no spectators. We step up and do what is needed with passion, urgency and care.	We are always learning from our experiences, mistakes and from others. We don't blame each other or circumstances. We are open to feedback and use it to develop and continually improve what we do.	Customers trust us to keep their families safe. We don't break trust with our customers or each other. We do what we say and build sustainable relationships. We speak up and do the right thing.	We are rapidly growing globally. We stay laser focused on our goal but priorities change. We are agile, resilient and focused on the things that matter. Growth, opportunity and variety inspire us.	We hold ourselves accountable to meet our commitments to our customers and each other. We deliver and count on everyone performing at their best.

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Core Values	Care	Learn	Trust	Grow	Accountability
How we express them	We put a lot of heart in	Always learning	Customers are our lifeblood	We thrive in the unexpected	We deliver
Operating Principle	We are self-motivated, respectful, proactive and passionate.	We are open minded, curious and interested. Knowing our products and markets is essential to our success.	We do what is right for our customers, our business and our people.	We embrace change and disruption and focus on the things that matter.	Lead by first principles, make decisions based on doing the right thing.
<b>If you see something not in line with this, speak up and let someone know.</b>					

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How we express them	We put a lot of heart in	Always learning	Customers are our lifeblood	We thrive in the unexpected	We deliver
<p><b>How we demonstrate them:</b></p>	<ul style="list-style-type: none"> <li>• Taking the time to develop a deep understanding of our products, services, industry and market.</li> <li>• Step in proactively to help each other.</li> <li>• We treat each other with the highest levels <b>respect</b>. If you see something different, say something.</li> <li>• <b>We are self-motivated, proactive and passionate.</b></li> <li>• We admire and respect talent</li> </ul>	<ul style="list-style-type: none"> <li>• <b>We are open minded, curious and interested.</b></li> <li>• We adapt and learn from our experiences and the experience of others</li> <li>• We are humble and do not waste time on blame.</li> <li>• We are transparent with respect and sensitivity.</li> <li>• We stay up to date with market trends, our industry and products.</li> <li>• <b>Knowing and working with our products</b> is essential to your, and thus, our success.</li> <li>• We ask for help when needed</li> </ul>	<ul style="list-style-type: none"> <li>• <b>We deliver on our commitments.</b></li> <li>• We prefer to over-deliver and under-promise.</li> <li>• We are honest and respectful.</li> <li>• If we see something we speak up.</li> <li>• We build credibility through our words and our actions.</li> <li>• <b>We focus on quality at every level.</b></li> </ul>	<ul style="list-style-type: none"> <li>• We prioritise as needed and stay focused on what really matters.</li> <li>• We are committed to working at speed</li> <li>• We always moderate our stress response.</li> <li>• We look after ourselves and our wellbeing and support others to do so.</li> <li>• <b>We embrace change and disruption.</b></li> </ul>	<ul style="list-style-type: none"> <li>• We always do what we say.</li> <li>• We hold ourselves and each other accountable for our commitments.</li> <li>• Always striving to perform at our best.</li> <li>• We use initiative and deliver high quality outcomes.</li> <li>• <b>Lead by first principles, make decisions based on doing the right thing.</b></li> </ul>