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## Corporate Responsibility Statement

Ham Baker Group embraces its responsibility to people, values and environment.

Our core values are:

- Integrity:** Acting with honesty and professionalism, and respecting company policies.
- Collaboration:** Working with colleagues and teams to meet joint goals.
- Accountability:** Taking responsibility for actions and decisions.
- Social Responsibility:** Integrating social and environmental solutions to business operations.
- Innovation:** Implementing new ideas to improve the business.
- Customer Orientation:** Maximizing and maintaining customer satisfaction.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

**Compliance:** Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

**Business ethics:** We'll always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

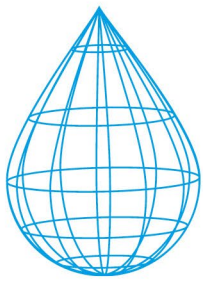
**Protecting people:** We'll ensure that we:

- Do not risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

**Human rights:** Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in any country

**Preserving the environment:** Apart from legal obligations, our company will proactively protect the environment by:





**HAM  
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- Recycling
- Conserving energy
- Using environmentally friendly technologies

Our company will try to continuously improve the way it operates.

**David Cardwell**  
Group Managing Director

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