

Statement of Core Values



Pro-Pac Packaging Limited
ABN: 36112971874

STATEMENT OF CORE VALUES

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OUR CORE VALUES

At Pro-Pac our behaviors and actions are guided by our core values. How we conduct our business is just as important to us as what we do. Our commitment to acting lawfully, ethically and responsibly is reflected in our values which are endorsed and implemented from Board level down: driving our business and shaping our culture; enabling us to attract and retain exceptional employees; and ensuring that our customers are rewarded with high quality products and services. Our values also keep us focused so that we can build long term outcomes for all our stakeholders. We encourage our people to consistently 'live' our core values every day.

1. DELIVER SUSTAINABLY

- We seek to deliver high quality outcomes in a socially responsible and safe way
- We overcome problems and deliver results

2. UNITE

- We develop and empower high functioning, collaborative, inclusive and supportive teams
- We engage employees through fair treatment, open communication, and active collaboration with purpose.

3. INNOVATE AND SIMPLIFY

- We find smarter and more efficient ways of doing things.
- We seek new products and markets
- We challenge the status quo

4. WIN/WIN RELATIONSHIPS

- We anticipate the needs and seek to exceed expectations of our customers, stakeholders and partners
- We develop respectful and mutually beneficial relationships, which are critical to our business' success and optimizing outcomes

5. INTEGRITY AND ACCOUNTABILITY

- We act honestly, ethically and with integrity
- We are true to our word and we stand by our principles
- We are accountable for our actions and treat each other and all our stakeholders authentically and with respect.

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HOW WE APPLY AND SUPPORT OUR CORE VALUES

Senior Executive KPI's. KPI's requiring senior executives to ensure training is conducted and completed relating to company values and reinforced by ongoing referencing in staff dialogue will be implemented and reviewed at each performance review.

Decision-making. When considering business decisions, our values provide a filter for assessing the options.

Recruitment. When we interview candidates, we ask behavioural questions to ensure best cultural fit and values-alignment.

Onboarding. New team members receive training on our Code of Conduct and our core values to ensure they understand our expectations on how these should drive behaviour.

Employee engagement. During team meetings, managers and their teams are encouraged to reflect on their actions and how they can promote and support our values. Engagement surveys are performed regularly and acted upon.

Feedback. Our employee engagement feedback process is built around our values, and we use the results to ensure our personnel understand and demonstrate those values.

Training and Development. The internal training we provide supports our values.

Policies. Our policies support and expand on our values and expectations, including our:

- Code of Conduct;
- Environmental Sustainability Sourcing Policy;
- Whistle-Blower Policy
- Anti-Bribery policy