

# PRIMERO CHARTER

## OUR PURPOSE

To generate long-term value for our stakeholders by safely, reliably and profitably delivering EPC projects and Operations and Maintenance services to our clients.

## OUR VISION

To be a leader in the global resources sector through the delivery of innovative, diversified and flexible project and operational solutions.

### OUR VALUES



#### EFFICIENCY WORKING SMARTER

- Plan your work and work your plan.
- Work to the scope.
- Follow company processes.
- Learn from our mistakes.
- Create and manage our ideas.
- Listen, learn and communicate.
- Develop and support each other.



#### ACCOUNTABILITY TAKING OWNERSHIP

##### SUPPORTING BEHAVIOURS

- Finish what you start.
- If you say you'll do it, then do it.
- Make decisions you are empowered to make.
- Admit to mistakes as soon as they happen.
- Go the extra mile.
- If in doubt, ask.



#### INTEGRITY UPHOLDING PROMISES

- Lead by example.
- Uphold the company brand.
- Notify others the moment you know you are going to break a commitment.
- Be reliable and trustworthy.
- Do the right thing and be honest.
- Respect and listen to each other.
- Acknowledge achievement.

##### NON-SUPPORTING BEHAVIOURS

- Taking the easy option rather than the right option.
- Reinventing the wheel.
- Interrupting or distracting others.
- Getting side tracked.
- Working in silos.
- Avoiding difficult conversations.

- Shifting responsibility or blame.
- Making excuses.
- Criticising others.
- Taking short cuts.
- Disrespecting company assets.
- Not caring about your work and impact on others.
- Hiding mistakes.

- Saying one thing and doing another.
- Making false promises.
- Being dishonest.
- Turning a blind eye.
- Being selfish.
- Not doing the right thing.

### OUR PROMISE



#### DELIVER

We deliver on:

- Safety
- Quality
- Technical
- Schedule
- Budget
- Production



#### SOLUTIONS

Our solutions are underpinned by:

- Inhouse EPC
- Full project lifecycle alignment
- Technical & operational excellence
- Innovative thinking
- Smart ideas



#### CARE

We care about our:

- Team
- Clients
- Partners
- Assets
- Community
- Environment