



Values are what underpins the fabric of GBTk's (GBTk Pty Ltd, GBTk AUSMAINT JOINT VENTURE Pty Ltd and GBTk PLANT HIRE Pty Ltd) culture and defines us in not only what we set out to achieve but how we go about achieving it.

The following core values have been adopted from what essentially was the undocumented core values of Australia in its infancy.

These core values were displayed in our growing nation and on the battlefield that Australia is now infamous for.

**Integrity**

- Act with integrity, trust and fairness in everything we do;
- Deliver what was promised;
- Work with partners to achieve best solution for all; and
- Look for opportunities for positive outcomes.

**Mateship**

- Look after our mates and family;
- Trust your fellow worker;
- Do not compromise safety for the sake of the outcome; and
- Support each other in success and failure.

**Ingenuity**

- Think outside the box;
- Develop ideas that will benefit safety, quality and environment with mates and embrace change;
- Share information and experience with the team; and
- Promote maximising own and others potential in every situation.

Signed on behalf of the Director/s ..... Adrian McRae .....  ..... 12/05/2021 .....

Name Signature Date