



PENTANET

# Statement of Values

*Version 1.0*

*Approved by the Board and effective on the date of listing on the ASX*



## 1. Introduction

- 1.1 Pentanet Limited (ACN 617 506 279) (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

## 2. Statement of values

- 2.1 Our core values are as follows:
- (a) **Integrity** – we act honestly and with integrity in all dealings, both internally and externally. We commit to only dealing with business partners who demonstrate similar ethical and responsible business policies.
  - (b) **Respect** – we respect all people, their ideas and cultures and our words and actions must reflect this respect.
  - (c) **Safety** – we are committed to providing and maintaining a safe and non-discriminatory working environment to safeguard the health and safety of our employees, consultant contractors, customers, suppliers and other persons who visit our workplace, or who we work with, as required by law.
  - (d) **Community Standards** – we act in a manner consistent with reasonable expectations of our investors and the broader community.
  - (e) **Invested** – we are invested in achieving positive outcomes for all stakeholders. We are committed to creating and sustaining value from the Company's products.