

## Galaxy's Values

The six values below underpin Galaxy's work culture and how the team works together to achieve the Company's vision.

### Accountability

#### *Delivery and Ownership*

We clearly understand our goals and strive to deliver them by:



- Clearly understanding what is expected of us and our team;
- Taking ownership for the delivery of outcomes;
- Achieving commitments by doing what we say we will do; and
- Treating company resources as if they were our own.

### Teamwork

#### *Strength in collaboration*

We value difference, share, collaborate and learn from each other by:



- Demonstrating commitment to achieving team goals;
- Sharing knowledge and information for the benefit of the team to avoid confusion or surprises;
- Being open to other opinions and different ways of thinking; and
- Helping colleagues in all parts of the business, especially across international boundaries.

### Empowerment

#### *Encourage a dynamic working environment*

We value all our employees and give them the tools and trust they need to achieve in their role by:



- Seeking opportunities to innovate and improve;
- Assisting team members to develop in their role;
- Embracing opportunities with energy, flexibility and a "can do" approach; and
- Never walking past a safety, environmental or operational risk.

### Commitment

#### *Sustained investment in our goals*

We sustain effort and drive to always deliver on what we say we will do by:



- Creating new and better ways to be successful;
- Responding to change constructively and proactively; and
- Setting out to get the job done.

### Respect

#### *Understanding and celebration of diversity*

We treat each other in the same way we expect to be treated by:



- Treating everyone with respect and demonstrating genuine care for our colleagues;
- Speaking up when someone is not being treated with respect;
- Respecting and valuing the diversity in our workplace; and
- Supporting our colleagues to bring their best selves to work.

### Integrity

#### *Foremost in everything we do*

We show honesty and fairness in all our dealings by:



- Being fair and ethical in all our decision making;
- Communicating openly and in a timely manner;
- Stepping up to address difficult issues including saying what needs to be said to achieve positive outcomes; and
- Taking ownership for mistakes and making an attempt to put them right.

Approved by Chief Executive Officer

August 2020 Rev 2  
00-EXE-DOC-0003