

# Statement of Values

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Aussie Broadband Limited

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## 1. Introduction

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Aussie Broadband works hard to maintain and reinforce our culture, including why we are in business (to change the game) and how we do business (our values).

We seek to ensure our directors, leaders and staff reinforce our values. Our senior leaders are responsible for ensuring our values are alive within the business, including:

- (a) that all staff receive training on our values, and
- (b) referencing and reinforcing our values in their interactions with staff.

## 2. Statement of values

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Our values are how we do business. They outline the norms and behaviours expected of our directors, leaders, staff, and those who Aussie seeks to work with.

They are:

(a) **Don't be ordinary, be awesome**

We aren't happy to just be ordinary. Each and every one of us will always go the extra mile to delight our customers rather than just satisfy them. We go out of our way to help each other be awesome and we build each other up; we do not tear people down.

(b) **Think big**

We love taking on big challenges and bring progressive thinking to the table. If someone tells us it can't be done, that's when we do our best work. We're always questioning the status quo, we never stand still, and we regard failure as a step towards success.

(c) **No bullshit**

Be honest, be transparent, be respectful. Remember, 'no bullshit' requires equal parts brains (what to say), thoughtfulness (when to say it), and caring (how it's said).

(d) **Be good to people**

We help our customers to succeed. We empower our staff, and anyone at any level can contribute ideas. We have each other's backs. We treat each other like adults, not children, with trust as our default position. We make a positive contribution to our community. And we know the difference between being nice to people and being good to people.

(e) **Have fun**

Life is too short to be not having your sort of fun at work. We don't take ourselves too seriously, we love a joke, and we're playful with our customers and each other where appropriate. We celebrate milestones wherever we can. Belly laughs are part of our business.