

Duratec Limited ACN 141 614 075 (Company)

1 PURPOSE

Those Values that guide the Company's behaviour and how we interact with each other and our stakeholders:

- Integrity
 - A fair and honest approach to all our dealings.
 - Honouring all our commitments.
 - Responding positively to others.
- Accountability
 - Each of us getting it right first time, safely and on time whilst respecting the environment.
- Courage
 - Willingness to have a go and find a way.
- Support
 - Encouraging autonomy in roles whilst providing mentoring from experienced management.
- Pride
 - In our people, equipment and our work.
- Recognition
 - Of individual and team performance and supporting personal growth.