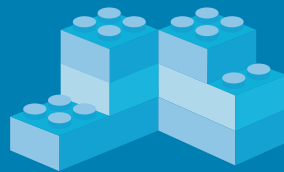


AEGIC's Values Touchstone



RESPECT

RESPECT for the individual is at the heart of AEGIC's relationships between staff, clients, stakeholders and the wider community.

We know that treating individuals with decency and respect in a diverse, safe and healthy work environment will get the best from our people.

This means being who you say you are, telling the truth, being accountable and owning mistakes.

RESPECTFUL BEHAVIOURS

- Treat others as you would like to be treated.
- Be open, honest and transparent in communications and actions.
- Be accountable for your actions.
- Resolve conflicts before they damage working relationships and productivity.
- Be sensitive to diverse cultural and individual circumstances.
- Take responsibility to maintain a safe workplace for all.

CONNECT

CONNECTING with our stakeholders and clients for grain grower benefit is the focus of our collaborations.

We engage early and often, and actively seek to understand and improve what stakeholders think about AEGIC's value to the industry.

CONNECTING BEHAVIOURS

- Grower benefit is the focus of collaboration.
- Engage early and often.
- Know your stakeholder's perceptions and needs.
- Listen and respond positively to feedback.
- Use research and statistics to positively influence stakeholders.
- Share results with stakeholders.

STRIVE

We STRIVE to achieve excellence through continuous improvement, lifelong learning and a curiosity to deliver innovative and commercial solutions to real problems.

As role models, AEGIC leaders drive the cultural behaviours that deliver impactful projects and value to the grain industry.

STRIVING BEHAVIOURS

- Seek real and relevant problems and search for the best solutions.
- Explicitly consider real world application and commerciality to innovative ideas.
- Confidently take risks and understand that not every project succeeds.
- Consistently provide attention to detail, diligence, prioritisation and due process.
- Continually update and improve process, skill sets, industry networks and cross-disciplinary perspectives.
- Seek constructive feedback as an opportunity to grow.