



OUR VISION AND VALUES STATEMENT

VISION

Is to be a leader in industry across Australia, recognised for outstanding service, quality and value to our customers. This shall be achieved by developing a culture of engagement, driven by the behaviour of our people; consistently using impeccable professionalism at every level of our business.

VALUES

Our values are focussed on:

Our Culture	Our Behaviour
Our People	Our Consistency

'These are our core values. Each one is pivotal, and must be held in balance with all the others'

OUR CULTURE means everyone in our business has a responsibility to ensure Macweld impacts positively on society.

We will strive to:

- Build a culture where a sense of social responsibility and business acumen that is sustainable to the wellbeing of humanity and our environment;
- To be vigilant to the possibility of any wrongdoing in any aspect of our business;
- Ensure we not only conform to law and regulations; but perform to even higher principles;
- Behave morally, acting consistently with honesty, mutual trust, respect and tolerance;
- Do what you say you will do; and
- Take individual personal responsibility, to ensure that every Macweld behaviour, policy and procedure is aligned to these values.

OUR PEOPLE means Macweld is seen as an employer of choice.

We will strive to:

- Provide proactive management of the Health, Safety and Welfare of all employees and others;
- Support the maintenance of balance between work and personal time;
- Provide a work environment that is challenging, enjoyable and rewarding;
- Provide appropriate authority and resources in line with our business needs;
- Consult widely with any employee that could be affected before changing any facet of our business;

OUR BEHAVIOUR means the morally principled direction of Macweld.

We will strive to:

- Act consistently, with morally principled behaviour in the treatment of every employee;
- Manage our conflicts by negotiation, flexibility and mutual respect;
- View apparent success and apparent failure as a learning experience;
- Learn from individuals within Macweld;
- Mentor and actively seek mentorship;
- Provide considered, clear and timely communication of expectations to everyone;
- Have the courage to make bold decisions;
- Have a sense of priority and timeliness;
- Appropriately celebrate and share in Macweld's success; and
- Support a sense of humour when practiced with trust and respect.

OUR CONSISTENCY means that we have a consistent approach to every facet of our business.

We will strive to:

- Have a rational approach, to ensure consistent, fact based decision making;
- Take advantage and appropriately use the diversity of any employee's views and opinions;
- Give everyone involved in any decision making process equal input;
- Recognise, assess and resolve any issue(s) before they become a problem;
- Record all relevant facts, conditions and assumptions underpinning a decision; and
- Develop and implement ideas and activities that enhance Macweld's competitiveness.