

Gladstone Power Station Values and Behaviours

STRIVE

At the Gladstone Power Station our Core Values are the foundations for what we stand for and what we believe in and are the standard by which we STRIVE to act and behave and be judged by our workmates and the community. We are all in this row boat together and must STRIVE to consistently live by our Values.

Safety

We will not lose a man overboard

Our first safety responsibility is to ourselves and our families, the second is to look out for the safety of others by taking conscious control of what we think, feel, say and do.

Acceptable

- We understand and follow our agreed safety standards and procedures.
- We stop unsafe acts no matter who we are.
- We always use the appropriate PPE, tools and equipment.
- We include safety in everyday conversation and effectively communicate safety issues.
- We include safety as an integral part of planning and doing our work.

Unacceptable

- To start activities without a risk assessment.
- Not taking the time to choose the safest option (taking short cuts).
- To make the assumption "she will be right".
- To put ourselves in a position that could hurt ourselves or others.
- To ignore or fail to report any unsafe condition, incident or act.
- To put anyone's life at risk.

Teamwork

We will all row together

We work together for a common purpose and performance goals because: Together Everyone Achieves More. The effectiveness and longevity of our business depends on the level of capability and commitment of our people. Individually we will live by our values, share information and ideas, empower others and develop trust because combining our efforts will achieve the greatest result.

Acceptable

- We always consider the impact of our actions on others.
- We willingly apply our expertise to assist others.
- We always put in our best effort and encourage others to do their best.
- We consistently achieve committed goals and deadlines.
- We breakdown silos by willingly communicating and collaborating.
- We welcome and help new team members settle into their role quickly.
- We share our knowledge by mentoring and coaching others.

Unacceptable

- To not pull your weight and leave it to your mates to do your job.
- To be in the silent majority and choose to sit in the stands instead of getting on the court.
- To retain knowledge as a power base.
- To be competitive over the team interest.
- To always be the negative person.
- To leave your brain at the gate.
- Persisting with doing things "the same old way" or saying "we have done that before".

Respect

We will respect the sea

In order to treat others with respect we maintain an I'm OK – You're OK attitude towards individuals, the community and the environment.

Acceptable

- We treat others with dignity and respect regardless of what others may say or do.
- We provide opportunities for people based on merit.
- We appreciate others strengths and weaknesses.
- We treat others as we would like to be treated.
- We provide feedback on an issue not the person.
- We proactively work with our community to have a positive impact.
- We take the time to listen and understand others point of view.
- We take pride in doing our job well the first time.
- We accept levels of authority.

Unacceptable

- To deliberately harm our corporate reputation.
- To interfere with individuals privacy, possessions and reputation.
- To discriminate.
- To use personal attacks during discussion.
- To ask people to do things we would not do ourselves.
- To "bully", humiliate or intimidate others.
- To victimise people who adhere to procedures and standards.
- To address or talk about others in a rude or disrespectful manner.

Integrity

We will always be ship shape and ready to sail

Integrity and honesty are the foundations of trust. We build and maintain trust with our work mates, investors, regulators, customers and the communities in which we do business and live. For GPS, business integrity goes beyond legal requirements – the letter of the law is our baseline for our actions as we seek to uphold standards of behaviour that are superior to the legal requirement.

Acceptable

- We make decisions on what is "best for GPS" not what is "best for self".
- We do what we say and only say what we intend to do.
- We do a fair days work for a fair days pay.
- We are open and truthful in our communications.
- We ensure the letter of the law is the minimum.
- We honour our word.
- We take responsibility for our actions.
- We report or make a complaint about an unlawful act.

Unacceptable

- To remove company property without authorisation.
- To inappropriately use company resources and time.
- To have a "go slow" approach.
- To change a course of action without consulting others.
- To spread and proliferate rumours and misinformation.
- To offer & accept bribes and kickbacks.
- To not act to fix/resolve a problem.
- To make a commitment/promise and not deliver.

Value Creation

We will change tack to gain advantage

Our goal is to create maximum value for GPS. To do that we are capable of adapting to change quickly and have practices that drive continual improvement to GPS that moves the business towards its Vision and gives coherence, direction and meaning to our people. If we make a mistake we do not dwell on it – we acknowledge it, learn from it and correct it.

Acceptable

- We use an analytical process to assess if a job will value add.
- We demonstrate a continuous improvement approach to our work.
- We spend money wisely and not waste resources.
- We foster creativity and balance risk.
- We challenge the status quo.
- We make decisions that consider the integrity of the plant.
- We are prepared to test new ideas and manage the risk.

Unacceptable

- To only consider the easy option.
- To waste resources and treat people as a free and infinite resource.
- To create rework.
- To be resistant to considering change.
- To put yourself, your workgroup, your department before the good of the organisation.
- Saying NO without a justification.

Exemplary Leadership

We will skipper our vessel to our next port of call

Regardless of our positions, we are all leaders at GPS. Leadership is doing the right things and Management is doing things right. Leaders constantly monitor what is going on around them (internally and externally) and take the action necessary to keep our people heading in the right direction.

Acceptable

- We communicate a clear vision and standards of performance.
- We provide encouragement and feedback to others.
- We communicate and celebrate success.
- We consistently apply company policy and procedure.
- We address conflict/grievances and poor performance consistently in a timely manner.
- We develop and coach our people to reach their full potential.
- We model the behaviours & values that are expected of others.
- Taking action to manage individual behaviour not aligned with our values.
- We all understand our contribution to the business.
- We treat people as individuals.
- We tailor our style to situation and individual.

Unacceptable

- To opt out of our people accountabilities.
- To take the soft option and allow people to opt out of their responsibilities.
- To treat people unfairly or inconsistently.
- To accept inappropriate quality.
- To turn a blind eye to under performers.
- Sitting around waiting to be told what to do (self-leadership).
- To only provide feedback to people focusing on the negative.
- To only use an authoritarian leadership approach.
- To leave a grievance unaddressed.

