



Redflow Limited ACN 130 227 271

Values Statement

Updated 24 August 2020

ASX Corporate Governance Principles and Recommendations 4th Edition, Recommendation 3.1

Redflow will interact internally and externally while adhering to firmly held values.

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| Ethics. | Honesty and fairness are at the core of everything Redflow does. If it's not the truth, if it's not legal, if it's not fair... then it's not Redflow. |
| Safety. | People's lives depend on us. Safety of our employees, our customers and of the communities where we do business is always our highest priority. |
| Sustainability. | Redflow bases our business on providing products and services that reduce mankind's environmental impact. What is good for the world is good for our company. |
| Fair Profits. | Redflow seeks to earn a return that is fair, proportionate to the value that we deliver, and sufficient to allow the benefits of our activities to be extended into new markets. |
| Excellence. | Our company has high standards in technology, research and manufacture that are only possible through maintaining the highest standards of work practice and management. |
| Diversity. | Our company is inclusive and collaborative. We hire, deal, work together and interact based on merit, skill and intellect – not race, religion, gender or any other division. |