



# Never Assume Charter

The Civmec Never Assume charter describes the principles and values which guide the behaviour, attitude, decisions and actions required by employees to build a successful business.

Our culture is built on the premise of Never Assume, ensuring we all look after those around us and ourselves. Our holistic philosophy considers safety, quality, the environment, the health and wellbeing of all stakeholders and all critical factors driving the long-term sustainability of our business.

We understand we have an obligation, and right, to stop a job to prevent an unsafe event from occurring and that we are relied upon to be part of the solution.

We take responsibility for the way we communicate who we are, the way we work, and what we stand for as a group.

- We do as we say
- We act with respect
- We go above and beyond
- We play our role and are accountable
- We give, accept and act on honest feedback

This is reflected in our core values:



## COMMITMENT

Our individual commitment facilitates our success



## INNOVATION

Our innovative approach drives continuous improvement



## VALUE DRIVEN

Our performance-driven culture delivers value



## MAKE A DIFFERENCE

Our ability to influence and challenge drives sustainability



## EXCELLENCE

Our pursuit of excellence makes us a world-class service provider



## COLLABORATION

Our focus on working together drives sustainable partnerships

In everything we do, we Never Assume, because someone is always counting on us.

Patrick Tallon  
Chief Executive Officer  
Civmec Group  
April 2021