



Statement of Values

TEK-OCEAN GROUP LIMITED

ACN 637 599 181

1. Introduction

TEK-Ocean Group Limited ACN 637 599 181 (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.

The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2. Company's Vision

The Company's vision is to be a service company of choice in the Energy Industry, recognised for creating exceptional value for our Employees, Shareholders and Business Partners in all we do.

3. Company's Mission

The Company's vision is guided by our shared values, our mission is to deliver cost-effective, flexible, innovative and sustainable solutions to the Energy Industry.

4. Statement of values

The Statement of Values are the guiding principles of the Company. They outline the norms and behaviours expected of our Directors, Senior Executives, employees and those who the Company seeks to work with.

The Company values and behaviours are:

- (a) Think Safety
 - Uphold the safety of our people and those in the community as the highest priority;
 - Everybody has the right to "stop the job"; and
 - People's health and wellbeing.
- (b) Act with Integrity
 - Operate with the highest ethical standards;
 - Promote and celebrate honesty and fairness; and
 - Admit mistakes and accept accountability.
- (c) Operate Sustainably
 - Conduct our works with the highest regard for the environment;
 - Safeguard the long-term interests of our business partners, employees, shareholders; and
 - React to changing business drivers.

- (d) Build Trust
 - Fulfil our obligations;
 - Act reliably;
 - Respect for our peers and the community;
 - Communicate openly and honestly with our peers, clients and the community; and
 - Maintain discipline.
- (e) Teamwork
 - We will value building and maintaining relationships.
- (f) Excellence
 - We demonstrate integrity and professionalism in all that we do.

5. Approved and Adopted

This Statement of Values was approved and adopted by the Board on 25 February 2021.