

STATEMENT OF VALUES

Redflex Holdings Limited | ABN 96 069 306 216

Redflex 

Statement of Values

Introduction

Redflex Holdings Limited (ABN 96 069 306 216) (**ASX:RDF**) and its global subsidiaries (**Redflex Group**) believes that our success is derived from our commitment to living out a set of values that inform who we are and the way we work and interact with our employees, customers, partners and suppliers.

These values are vitally important to the achievement of our business and organisational goals and to the creation of long-term and sustainable growth for our shareholders and other stakeholders. Our values reflect who we are as a company and what we stand for as well as what we do not support as a 'good corporate citizen'.

It is important that our employees and the people and entities we deal with on a day to day basis understand and are aligned with our values and understand why they are so important to us. They enhance the confidence that our employees and others have in our ability to achieve our mission to make roads safer and more efficient 'For a World on the Move'.

We seek to model our values through our recruitment, employment conditions, training, professional development, remuneration and procurement practices.

We believe that delivering long-term, consistent shareholder returns on investment requires our continuing commitment to the values contained in this statement.

The Board of Redflex Holdings Limited has approved this Statement of Values.

Integrity and Ethics – acting fairly, honestly and ethically

We value integrity – acting fairly, honestly and ethically in our decision-making and business operations. We value people speaking up about a lack of integrity and we will protect those that do so. We will act if our employees or people we work with ignore this critical requirement.

Compliance with the Law, Company Policies and Procedures

We respect the 'rule of law' and we recognise that we must operate consistently with the laws of sovereign jurisdictions around the world. We further value compliance with our Company policies, procedures and practices.

Respect

We value respect for ourselves, as individuals, as a company and as a 'good corporate citizen'. We also value respect for others in and outside our workplaces and respect for individual equality and equal opportunity. We will act if this respect is lacking.

Diversity and Support

We value employment diversity in our workforce. We believe that this creates the best environment for employees to learn from one another, share different ideas and experiences and together achieve and excel as one Redflex. We also value supporting our employees to be able to do their jobs to the best of their ability through, amongst other things, modern employment conditions, supervision, training, provision of adequate tools and equipment and health, safety and wellbeing.

Redflex Holdings Limited

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Delivering Quality and Meeting Deadlines

We value making quality products and delivering quality services to our customers. We are committed to completing work for our customers by the agreed deadlines.

Partnership

We value being a valued business partner and ourselves having valued business partners. We respect the skills, experience and attributes of others that can complement our own.

Making a Difference

We value those who seek to influence achievement by sound leadership and hard work. We want to be active and not passive in our approach to finding innovative solutions. We value positive progress and innovation.

Accountability

We value accountability for achieving outcomes for our customers and our stakeholders, but not at any cost. We are also accountable for our actions and the actions of our people. We aspire for our people to be accountable to each other as members of a team seeking to achieve a common goal.

Work as a Team

We value a team approach. We value positive and creative contributions by team members, we value team members supporting each other and we value and celebrate collective success as well as individual excellence. Individual excellence is encouraged and will be rewarded, but not at the expense of team cohesion.

Being Positive

We value being positive in our approach to our customers, stakeholders and team members. We think this creates the atmosphere to find solutions rather than be deterred by problems.

Remunerate Fairly and Equitably

We value our obligations to our stakeholders, employees and the community to remunerate our people fairly and equitably. We seek to balance remuneration levels with our desire to employ the best people we can afford. We benchmark remuneration levels for executives in line with the market and good corporate governance principles.

Workplace, Health & Safety

We value creating and maintaining a safe place for our employees to work and that our people have the necessary tools and equipment to safely do their jobs. We value our employees speaking up about genuine safety concerns and we will protect those who do so.

CHANGE HISTORY

Version	Description	Date
1.0	Initial Version	1 July 2019
2.0	Annual Review	28 October 2020

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