

Statement of Values

Aussie Broadband Limited

Adopted by the Board on 21 October 2021.

Document version control:

Custodian	General Manager Corporate Affairs
Date previously approved by the Board	2 September 2020
Date of next scheduled review	October 23
Legislative framework and regulatory compliance	ASX Corporate Governance Principles and Recommendations (4 th edition)
Regulators	ASX

1. Introduction

Aussie Broadband works hard to maintain and reinforce our culture, including why we are in business (to change the game) and how we do business (our values).

We seek to ensure our directors, leaders and staff reinforce our values. Our senior leaders are responsible for ensuring our values are alive within the business, including:

- (a) that all staff receive training on our values, and
- (b) referencing and reinforcing our values in their interactions with staff.

2. Statement of values

Our values are how we do business. They outline the norms and behaviours expected of our directors, leaders, staff and those who Aussie seeks to work with.

They are:

(a) **Don't be ordinary, be awesome**

We always strive to go above and beyond what is expected, even if it's just injecting an element of humour where appropriate, or spending the extra time to make sure our customers are happy.

(b) **Think big**

If someone tells us something can't be done, that's when we do our best work. We specialise in the impossible. We do things differently and we question the status quo. Just because something has always been done that way, does it have to stay like that?

(c) **No bullshit**

We don't bullshit our customers. We tell it to them straight, even though it may be news that they don't want to hear or we don't want to tell them. We don't sell them things that they don't need and we take ownership when we are in the wrong. We are human and it's alright to make mistakes if we clean them up and don't repeat them.

(d) **Be good to people**

Above all, this company is a family for both our staff and our customers. Family is important, whether you have just joined or whether you have been here from the start. We treat each other with respect and we are good people because it is the right thing to do, not because it is a selling point.

(e) **Have fun**

At Aussie Broadband, we love a joke, we banter and we are playful with our customers where appropriate. Belly laughs happen a lot. We think that if you are not having fun, you are in the wrong job or with the wrong company.

A more detailed explanation of our values and how they look in action can be found in The Aussie Way document (which provides further detail and context for Aussie Broadband's "why" (i.e. Aussie Broadband's mission and purpose).