

## **JCurve Solutions Limited**

### **Statement of Values**

#### **A. Introduction**

At JCurve Solutions we believe that our success is derived from our commitment to establishing and maintaining a great culture. Our culture is our corporate personality. Our corporate personality is our values, beliefs, assumptions, attitudes, and behaviours from which we operate.

Our values are first and foremost in everything that we do. Our values are represented in the behaviours that we value in our colleagues. They are the guiding principals from which we operate. JCurve Solutions uses its values extensively through its recruitment process, performance reviews, remuneration reviews, promotions and in the exit process of employees.

The Executive Management Team are responsible for instilling these values across the Company including ensuring all employees receive appropriate training on the values. Once instilled it is important that all employees challenge each other on actions and behaviours inconsistent with our values. There is no hierarchy when it comes to living the values at JCurve Solutions. All employees are required to live the values.

#### **B. Statement of Values**

Our core values are as follows:

##### **1) Act as One**

- We respect and support each other
- We trust each other
- We celebrate success together
- We communicate transparently ("say what you think")
- We share information openly and proactively
- We speak with one voice
- We help our colleagues

##### **2) Live Above the Line**

- We take Ownership
- We hold ourselves Accountable
- We take Responsibility
- We do not Blame
- We do not make Excuses
- We do not Deny

##### **3) Make It Happen**

- We take the initiative
- We act with a sense of urgency
- We are disciplined in our execution
- We are decisive and focused
- We are agile
- We are aligned

While our employees focus on living the three core values, JCurve Solutions has six secondary values which are used through our operations:

**1) Customer First**

- Know our customer
- Do what we say, when we say
- Do the right thing, even if it means saying “no”

**2) Passion**

- Inspire others
- Care deeply about JCurve Solutions
- Be tenacious

**3) Great Communication**

- Listen first, seek to understand
- Be transparent
- Be courageous
- Be open & honest
- Be concise

**4) Innovation**

- Find solutions to hard problems
- Challenge the status quo
- Create new ideas
- Stay agile

**5) Simplicity**

- Minimise complexity
- Provide clarity
- Focus

**6) Decisive**

- Make the call
- Make the tough decision
- Be strategic
- Prioritise

**Policy history**

**Adopted**

**Adopted: 30 June 2021**

**Last review: 30 June 2021**

**Review frequency: As required**