



VERTUA

# STATEMENT OF VALUES

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**VERTUA LIMITED**

Level 5, 97 Pacific Highway, North Sydney NSW 2060  
PO BOX 630, North Sydney NSW 2060

**P** +61 2 8624 6130      **ABN** 51 601 548 109



## 1. INTRODUCTION

- A. This is the Statement of Values of Vertua Limited ACN 108 076 295 and its related bodies (Vertua) and is designed to instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly.
- B. Vertua's values are the guiding principles and norms that define what type of organisation Vertua aspires to be and what Vertua requires from its directors, senior executives and employees to achieve that aspiration. These values create a link between our purpose and our strategic goals by expressing the standards and behaviours Vertua expects from its directors, senior executives and employees to fulfil our purpose and meet our goals.
- C. In formulating our values, Vertua considered what behaviours are needed from our officers and employees to build long term sustainable value for our shareholders. This includes the need to preserve and protect Vertua's reputation and standing in the community and with key stakeholders, such as customers, employees, suppliers, creditors, law makers and regulators.

## 2. OUR VISION

Our vision is to be a trusted partner for our shareholders and the preferred investment service provider to our clients.

## 3. MISSION

Our mission is to enrich society by delivering solid and sustainable investment performance across economic cycles.

## 4. GOALS

- 4.1 Be a disciplined, high performing investment management business with a focus on shareholder returns.
- 4.2 Ensure the Board and Senior Management interests are strategically and financially aligned with our shareholders, including having a meaningful exposure to the strategies being executed by Vertua. Further, Vertua seeks to ensure that these positions are maintained over the long term.
- 4.3 Focus on the development and active management of the investment portfolio, that generate strong and sustainable returns on capital.
- 4.4 Investigate new opportunities as they arise, with the goal of identifying new markets and uncovering hidden value for our shareholders.
- 4.5 Maximize returns to our shareholders by a combination of capital return and distributions.
- 4.6 Preserve and enhance our reputation in the community and to all our stakeholders by abiding by Vertua's Code of Conduct as a minimum standard of behavior.

## 5. VALUES

Vertua's core values are to:

- 5.1 Act honestly, ethically and responsibly in all our dealings.
- 5.2 Strive to meet the expectations of our shareholders and stakeholders.
- 5.3 To always provide a safe workplace while continually investing the full potential of our team.
- 5.4 Respect diversity and value differences of opinion.



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## 6. REVIEW

The Board will periodically review this Statement of Values to check that it is operating effectively and whether any changes are required to this Statement of Values.