



VHM Limited Values

- **Safety and protecting the environment and community is an absolute priority for everyone**
 - VHM employees, contractors and consultants, regardless of their level in the organisation, will always make their own and other's safety the first consideration in all their decisions. We actively seek to preserve and improve the environment where we operate. We will proactively consider and mitigate risks in all aspects of our operation. Management of safety, environment and maintaining our social licence to operate with the community will be embedded in the organisation's strategic planning and our everyday actions.
- **We maximise shareholder value**
 - VHM employees and contractors take an ownership mentality. We will, through considered project management processes, and innovative exploration, research and analysis, identify and exploit opportunities to maximise shareholder value. We will create shareholder value through delivery of key project and approval milestones and build positive investor sentiment towards the Company. As we strive to maximise shareholder value we will always do so in the context of these values.
- **We respect each other and embrace our diversity**
 - VHM employees and contractors engage and interact with respect and treat each other with dignity. We recognise the social and commercial advantages of a diverse workforce. We seek to engage employees, contractors, consultants and advisors from a variety of different backgrounds to maximise diversity of thought. At times we will disagree, but we recognise and respect each other's expertise and contributions.
- **We do what we say, acting honestly and with integrity in all we do**
 - VHM employees and contractors operate in a way that is open and transparent with each other, with the communities in which we operate and with our shareholders. We deliver on our commitments and we communicate regularly with our colleagues and stakeholders. VHM employees and contractors and consultants engaged by the company adhere to all legislation, licences and permits. We comply with all levels of governance as established by the Board and legislative framework in which the Company operates, and we sustain ongoing development of corporate governance.
- **We care about our people and the communities we live and work in**
 - We value the contribution and ongoing development of our people and the broader community. VHM employees and contractors support and promote the interests of the community and our colleagues. We seek to minimise negative impacts on the community and listen to people's feedback.
- **We are collaborative and agile in achieving our outcomes**
 - VHM employees and contractors work together to continuously improve, even when we are successful. We make decisions quickly and adapt our course to seize opportunities. We involve each other, communicate decisions and share information.

Don Runge
Chairperson
29 April 2022