

FREDERECK SAGE & CO LIMITED

COMPANY CORE VALUES POLICY STATEMENT

In the conduct of our Business at every level, whether internally or externally working with our colleagues, customers or suppliers, we have defined a set of Core Values that are applicable to all at Fredereck Sage Co Limited.

Integrity

- We are honest and ethical in everything we do
- We keep our commitments and treat others with mutual respect and trust

Employees

- Our employees are our most valuable and valued resource; they make our success possible
- We respect and encourage our employees' ideas, diversity and cultures

Clients

- Our success is measured by the success of our clients
- We are committed to our clients and to setting industry standards for client service and solutions
- We are passionate about solving our clients' problems and exploring new opportunities with them

Excellence

- We strive to achieve excellence in all areas of our business – technical, operational, and administrative
- We pride ourselves on bringing outstanding results to everything we do
- Innovation
- We look for creative, new or better ways to provide our expertise in all dimensions of our business
- Creativity, exploration and imagination are key to our approach to our work

Agility

- We embrace change, flexibility and adaptation in a rapidly evolving world
- We strive to anticipate changes in market drivers and to work with our clients and employees to adapt to those changes

Safety

- We are committed to creating a safe workplace for our employees by preventing injuries to people and damage to facilities, property, equipment, and the environment

Profitable Growth

- Living and executing these Core Values every day will result in profitable growth, which drives our business and enables us to invest in and create opportunities for our employees

For and on behalf of Fredereck Sage & Co Limited



Senior Director

Date:

8/2/19