

Statement of Values

1. Introduction

Emerald Clinics Limited ACN 625 085 734 (**Company**) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.

The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2. Statement of values

The Statement of Values are the guiding principles of Emerald Clinics. They outline the norms and behaviours expected of our Directors, Senior Executives, employees and those we seek to work with.

Emerald values and behaviours are:

- (a) Courageous integrity
 - (i) By putting our patients first, carefully, even if its awkward
 - (ii) By putting bold science to work in the complex world of care
 - (iii) By advocating for high standards and honesty in everything we do
- (b) Open collaboration
 - (i) By championing diverse, high-performing teams
 - (ii) By respectfully speaking up, giving and receiving feedback
- (c) Empowered curiosity
 - (i) By taking a disciplined, creative and questioning approach as we explore, pioneer and implement
 - (ii) By supporting self-directed action
- (d) Positive ambition
 - (i) By believing tomorrow can be better than today
 - (ii) By creating and adding value with every action