

Handwritten signatures and names at the top of the page, including A Gillett, K. Dur, and others.

cleveland

VALUES CHARTER

People are the core of our company; we are focused on building a business that will enable sustainable growth. Our employees have created and stand behind the values that define CBUK.

Every individual will be trusted to be responsible, accountable, and committed, working hard to demonstrate this in all they do. We know we will not always get it right, but we will learn and improve.

Together; We stand as one, **UNITED** in our vision and goal to build a company that we can be proud of. We are protectors of our heritage and builders of our legacy.

We are **COMMITTED** to keeping everyone safe; to continuously improve our capabilities, people and processes. We will operate and represent the company in a professional and responsible manner at all times, whilst delivering quality products and services.

We are resolute in our **COMMUNICATION** and our endeavours to share information. We actively listen to our customers, suppliers and to each other, encouraging ideas and building trust.

We have **INTEGRITY**, we are accountable, honest and respectful and we do what we say we are going to do, when we say we are going to do it!

We embrace **CHANGE** and are relentless in our pursuit to lead the way, encouraging creativity, diversity and innovation.

We work hard to establish an environment that nurtures growth and ambition. **PEOPLE** are the heart of our company, we are passionate about training and development, sharing knowledge and learning from our experiences.

We believe these values demonstrate who we are and how we operate. Guiding us in all we do and creating a company we can be proud to work in.

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Vertical column of handwritten signatures on the right side of the page.

Bottom section containing contact information, logos, and additional signatures.

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