

Glennon Small Companies Limited

# Statement of Values

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## 1. Introduction

This statement of values applies to all Directors and Officers of Glennon Small Companies Limited (Company).

These values aim to support the internal governance framework of the Company, and its commitment to fostering a corporate culture that embraces high standards of honesty, integrity, ethical and law-abiding behaviour expected of Directors and its Officers.

## 2. Values

The values of the Company are:

**A. Customer Focus:**

*Understanding customers, taking action to meeting needs and resolve issues, developing and sustaining productive relationships*

**B. Accountability:**

*Taking complete responsibility for actions and decisions while fulfilling the roles of Directors and Officers of the Company, thus creating an environment of trust between all stakeholders*

**C. Respect:**

*Ensuring that professional attitude is upheld, and that all relationships are constructed and maintained with the highest integrity*

**D. Integrity:**

*Acting in an honourable manner, embracing honesty and acting ethically at all times*

The Directors and Officers of the Company carry out their legal duties of their role in accordance with these values

## 3. Policy Availability, Education and Training

This statement of value is publicly made available at <https://www.glennonsmallcompanies.com.au/>.

A copy of this statement has been provided to the Company's investment manager, Glennon Capital Pty Ltd, and each of its board members and employees. The statement has further been provided to all Directors and Officers of the Company, and will be included in any induction materials provided to future Directors and Officers of the Company.

Approved by the Board on 20 August 2020