



## MIRLANDO'S VALUES

### ETHICAL PRINCIPLES

We believe that everything we do is connected and related to life in all its forms. We are part of a whole and our actions have consequences. If we care and practice a deep and unconditional love for everything and everyone around us, and take responsibility for our actions and behaviour we can live in harmony, repair damage already done, and prevent our world with its wealth of life and resources from being exploited and harmed further.

This approach is not new but recognising it, living it and spreading the word about it is crucial and absolutely relevant to the world we find ourselves in today.

The Australian Aborigines refer to this unconditional love with responsibility as *Kanyini*. Kanyini involves

- A sense of belonging to home and land (*Ngura*),
- the family connecting with life (*Walytia*).
- the psyche, spirit or soul (*Kurunpa*), and
- a creation period, sometimes referred to as dreamtime, and the right way to live (*Tjukurrpa*.)

Care, love, and responsibility form the cornerstones of the work we do at Mirlando but also determine, more generally, how we live, interact and behave.

In practical and more business-related terms we follow our Code of Business Ethics and choose our partners and suppliers based on their having similar practices and/or following our Code of Business Ethics.

### Mirlando's Code of Business Ethics

Mirlando is committed to a corporate culture that embraces and promotes strong principles of business and professional ethics. Ethical practices are inherent in our values, mission and strategy, and guide our interactions with customers, suppliers, partners, and employees.

Our Code of Business Ethics sets out the principles, laws and regulations we follow. We continuously review our business practices, procedures, policies and internal controls in compliance with our Code.

Mirlando's Code of Conduct also sets out guidelines for all suppliers and partners that do business with Mirlando Limited. We select our partners and suppliers (including their employees, agents, subcontractors, and affiliates) according to these principles and expect



them to have similar principles or follow our Code of Business Ethics when conducting business with or on behalf of Mirlando.

You can read our [Code of Business Ethics](#)

## **Sustainability**

We are focused on what is good for a sustainable future and for an ethical approach to business. We believe that key to this is the quality of our culture and the integrity of our people. In order to demonstrate our ethical culture we promote transparency and strive to ensure that everyone is compliant with our Code of Business Ethics.

We want to make Mirlando a leading sustainable organisation by enhancing people's lives, safeguarding and helping the recovery of our environment, and supporting charitable projects.

We seek to create a work culture that values diversity, recognises and rewards talent, develops skills for tomorrow's challenges and fosters good health, safety and wellbeing.

We frequently work in partnership to address social and environmental issues where we can have the most impact. We are committed to leveraging our skills and experience, and to challenging ourselves and the way we do business.

Our workplace design and operation support staff wellbeing and contribute to the circular economy and to lowering carbon emissions. You can access our [Environmental Policy](#) [here](#) for further details.