

## Cape Management Systems

### Group Vision 'People'

CMS GV 03

#### Our Vision

Cape is "a great place to be", our people:

- Seize the opportunity
- Demonstrate their capability
- Are committed to success



#### Our Belief

Our people give us our competitive advantage, they:

- Focus on safety as their number 1 priority
- Are motivated and care about doing a good job
- Are flexible, skilled, experienced and have the appropriate training
- Build relationships with customers to better understand their needs
- Share ideas, deliver innovative solutions and continuously improve
- Can be relied upon to get the job done on time with quality results
- Honour promises



#### Our way of doing things

##### Opportunity

- Provide opportunities for our people to do varied work which enables them to fulfil their potential
- Keep our people informed about things that matter enabling them to be successful
- Encourage our people to work together and have good quality relationships with those around them



##### Capability

- Recruit great people
- Develop and train our people to maintain a flexible highly skilled workforce
- Maintain high standards; ensuring everyone knows what is expected of them, giving regular feedback on performance and competency
- Ensure our leaders are trusted, demonstrate our values and inspire their teams to excel



##### Commitment

- Have a safe working environment, good welfare standards and quality equipment that is fit for purpose
- Treat people with fairness and respect
- Offer competitive employment benefits relative to the markets in which we operate
- Recognise and reward achievements



**Joe Oatley**  
Chief Executive July 2012