

Cape Management Systems

Group Vision 'People'

CMS GV 0003

Our Vision

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

- seize the opportunity
- demonstrate their capability
- 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

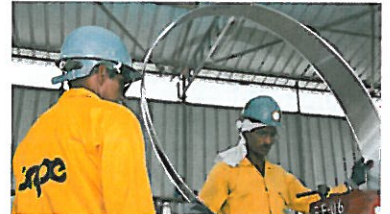
- provide opportunities for our people to do varied work which enables them to fulfil their potential
- keep our people informed about things that matter enabling them to be successful
- encourage our people to work together and have good quality relationships with those around them

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 that we operate in
- recognise and reward achievements



Martin May
Chief Executive October 2010