



Our Culture: the way we do things at SIGMA

PARTNERSHIPS

- Close partnerships with our customers and suppliers creates our enduring and mutual business success
- We understand the unique needs of our customers and suppliers. We listen carefully, learn and then respond effectively and honour commitments that we have made to them

PERFORMANCE EXCELLENCE

- We strive for better results every day - we are committed to continually improving our processes, skills, knowledge and performance
- We show pride, enthusiasm and dedication in everything we do and consistently operate in an efficient and effective manner
- We expect our leaders to be good coaches and mentors

EMPOWERMENT & ACCOUNTABILITY

- We take individual and team responsibility for our performance in all of our decisions and actions
- We empower our talented people to take the initiative to do what's required
- We ensure that our people understand what is expected of them
- We celebrate and share success broadly

AGILITY

- We believe responding proactively and efficiently to our ever changing industry and partner needs is our road to success
- We aim to be vision-led innovators - a leader, not a reactive follower in the marketplace
- We are prepared for and welcome well considered change
- All team members are encouraged to openly share their opinions, views and information in a professional respectful manner

INTEGRITY & RESPECT

- Ethical behaviour is the foundation of our preferred culture- we act with honesty, transparency and integrity, and "do as we say"
- As a critical measure of integrity, we will ensure the health and safety of our employees is our highest priority
- We treat our team members, customers, partners and suppliers with mutual respect and sensitivity, recognising the importance of diversity
- We do not tolerate unacceptable behaviour

UNITY

- We are one company, one team
- Our team is supportive of each other's efforts and loyal to one another
- Our ability to balance empowerment and interdependence is what makes us strong