



OUR PURPOSE

To safely clean up Australia of hazardous materials.

OUR VALUES

Safest Place

for Our People and Hazardous Materials

- **Safety is part of everything we do.** We demand it in all aspects of our business.
- **Safe place to be you.** We value diversity and we maintain a Safe place for all staff to “bring their whole self” to work.
- **We are vigilant.** In identifying and raising risks at all levels of our business and appropriately managing such risk to ensure the Safety of our people, our clients’ materials, the environment, and our communities.
- **Work Safe, Home Safe.** Everyone at Tellus has a responsibility for our ongoing Safe operations and ensuring our team gets home Safe to their families.

Trust

- **Fill the gap.** We “fill the gap” with Trust because we know everyone at Tellus treats each other with respect and gives their best.
- **Be Respectfully Direct.** We build the Trust of our stakeholders and teams by being candid and direct, even when it’s challenging.
- **Act with Integrity.** We develop and maintain credibility by acting with integrity and treating everyone with the same dignity and respect that we expect and would like to receive.

Passion

- **Life’s Short.** We work at Tellus because we believe in our Purpose, we care about each other, we have fun and we take pride in making the world a cleaner and Safer place.
- **The Tellus Hustle.** We won’t stop until we solve the most pressing issues and exceed our clients’ expectations.
- **Targeted Disruption.** As a market disrupter, we are not afraid to challenge the status quo and test new approaches to create value for our clients and drive positive change in the world.