

## STATEMENT OF VALUES

This statement of values is intended to articulate and communicate the values of Harvey Norman, originating with our founder owners and still held today.

Values set out in this statement are the embodiment of what Harvey Norman stands for and are the basis for the behaviour of the Harvey Norman enterprise and its employees. These values underpin the culture of Harvey Norman. We recognise that behaviour cannot be prescribed or legislated. The culture of any organisation needs to reflect its values. The Board will regularly test whether our culture in practice reflects the values articulated in this statement.

These values guide how the Harvey Norman enterprise will interact with anyone engaging with us, including colleagues, customers, shareholders, suppliers, independent franchisees and the community generally.

### Integrity

We comply with the law and develop systems that make it easy for our colleagues to comply with the law. We act honestly, ethically and with integrity. We do not mislead or deceive people.

### Humanity

We treat all people with respect. We are tolerant of differences in ethnicity, religion, gender, sexuality, physical and intellectual ability. We are patient when cultural misunderstandings arise. We are inclusive and collaborative. We recognize that sometimes genuine people make honest mistakes.

### Authenticity

We are authentic. We stand up for the things we believe in. We deliver on our promises. We value honesty, candour and frankness. We will act fairly.

### Optimism

We are optimistic. We are passionate about what we do. We search for opportunity and manage risk. We recognise that our environment is constantly evolving. We innovate with product and technology. We believe we can all keep learning – and learn from our failures as well as our successes.

### Responsibility

We are part of a wider community. We aspire to make a positive impact within each community that we conduct business. We are committed to environmental responsibility and a sustainable future. We are proud that we can create jobs and opportunities for people in countries in which we operate.

In this document:

**Board** means the board of directors of Harvey Norman Holdings Limited

**Harvey Norman Holdings Limited** means Harvey Norman Holdings Limited A.C.N. 003 237 545

**We** and **Our** means Harvey Norman Holdings Limited and its wholly owned and controlled subsidiaries.