

BOARD PAPER

Date: 15 December 2020
Agenda Item: Corporate Values
Paper Type: For Discussion and Resolution

BACKGROUND

Recommendation 3.1 of the 4th edition of the ASX Corporate Governance Principles and Recommendations states that a listed entity should articulate and disclose its values in its Corporate Governance Statement. Entities also usually display their vision and values on their websites.

To comply with this Recommendation, the Board will need to determine a set of corporate values for the Company.

It is proposed to the Board to approve the following corporate values as proposed below that align with the Company vision and mission as per the Company's website.

DISCUSSION

The corporate values of the Company should reflect the fundamental beliefs upon which the business and its behaviour are based. They are therefore the guiding principles that the Company will follow while managing its internal and external affairs.

De.mem vision and mission are set out below as per the Company's website:

Vision

De.mem strives to become the worldwide market leader in de-centralized water and waste water treatment.

Mission

We believe that we will succeed in achieving this objective based on the strong commitment of our employees and a portfolio of disruptive technologies and product innovations, which can address the diverse and urgent needs of our customers in our target segments.

Corporate Values

We propose the following Corporate Values for the Company:

<i>Integrity</i>	We are honest, transparent and committed to doing what is best for our customers and our company.
<i>Innovation</i>	A culture of innovation and continuous improvement. Constantly seeking technological, personal and professional growth. We

	optimize our products and services and grow our people by fostering experimentation and iterating on ideas.
<i>Collaboration / Partnership</i>	Foster teamwork and collaboration across departments and with customers and partnerships.
<i>Quality</i>	We want to create something worth creating, that will endure the test of time. We do this by relentlessly focusing on our customers' success, building high quality systems, and planning for long-term scale. We relentlessly deliver high-quality experiences on the highways and in the hallways.
<i>Result-oriented</i>	Clients trust us to build things that work and we take that seriously. Our team will overcome obstacles, find solutions and deliver exceptional services and products.

PROPOSED DRAFT RESOLUTION

The Board **RESOLVED** to approve the corporate values of the Company as tabled above.

The corporate values to be included in the Company's website and further in the Corporate Governance Statement.