

## Our Pledge

To develop successful, long term collaborative relationships that enhance the growth of Momentum Engineering and our client's respective businesses and support the development of our people. Momentum's clients value our innovative and responsive approach to achieving delivery excellence. We pledge our commitment to meeting or exceeding all stakeholder needs and expectations.

## Vision

To provide a positive and long-term difference to our clients, our people, and the community.

## Purpose

To bring motivated and creative people together in pursuit of achieving innovative and cost-effective solutions for our clients.

## Our Values

### People First

We care for each other, our clients, our communities, and make sure we take care of ourselves, too. We embrace and celebrate our diversity and cultivate an environment of support and inclusivity.

### It's a Team Effort

We share our knowledge and experiences. We collaborate with each other and our clients, and we continue to grow and develop as a result.

### Never Stop Learning

We inspire and encourage each other to keep learning, questioning, and growing. We challenge each other to be courageous and try new things, test our assumptions, and improve our systems and processes.

## Quality and Continual Improvement

- We will genuinely pursue continual improvement and innovation in everything that we do.
- We will foster mutual trust and amicable working relationships between our people, thus providing mutual rewards of personal security, satisfaction, and recognition.
- We will promote teamwork and the development and involvement of all personnel.
- We will, as a minimum, comply with all legal, regulatory, and contractual obligations.
- We all have the responsibility and accountability to fulfil these commitments and to identify circumstances where our objectives may not be achieved.
- We will establish a framework for review which will be based on our strategic objectives. We will continually analyse these against risk, continue to monitor risks and change objectives based on risks.

## Meeting Our Commitments

The Directors will ensure that the commitments made by Momentum are met by:

- Challenging and continually improving our performance.
- Adhering to our Corporate Responsibility Policy.
- Regularly reviewing this Policy and supporting systems and objectives to ensure they remain relevant and appropriate.
- Ensuring they establish the environment, framework and context for the above behaviours to flourish.
- Providing leadership, guidance and the necessary resources.
- Establishing measurable objectives and targets to comply with all requirements and continually improve the effectiveness of the Business Assurance System and regularly reviewing these.
- Ensuring that Momentum personnel are aware of and made accountable for meeting business objectives and obligations to customers and stakeholders



Chris Clayton  
Managing Director