



## CALTEX AUSTRALIA VISION, VALUES & STRATEGIC INTENTS

We will build world-class organisational capability combining people, process and culture to achieve and sustain industry-leading performance



### Vision

Our vision is to be the Australian oil refining and marketing company most admired for its people, partnership and performance.

### Values

We treat all people with fairness, respect and dignity.

We meet the highest ethical standards and operate in a socially responsible manner.

We respect and comply with the law.

We conduct our business in a manner that respects the environment and benefits the communities where we work.

We are committed to incident-free operations and are passionate about achieving results that exceed expectations.

We are focused on providing products and services that meet or exceed the needs of our customers.



### Strategic Intents

Our strategic intents in pursuit of our vision are:

- **operational excellence** through safe, secure, reliable, efficient, incident-free and environmentally sound operations
- **cost management** by lowering unit-costs through innovation, technology and work-process improvements
- **capital stewardship** by investing in the best project opportunities and executing them better than our strongest competitors
- **strong and sustained profitability** through leadership in brand, supply chain and asset management, in developing new opportunities, and favourably shaping the business environment
- **partnering with employees and other stakeholders** by engaging the hearts and minds of our employees through empowerment, respect and dignity, and by building mutually beneficial relationships.

We will build world-class **organisational capability** combining people, process and culture to achieve and sustain industry-leading performance.





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## Success

We earn "most admired" status when we are:

- the Australian industry leader in incident-free operations (safety, security, reliability, efficiency and environmental stewardship)
- maintaining a competitive cost structure
- generating above-industry returns through prudent investments and pace-setter project implementation (safer, faster and at lower cost)
- using our brand, supply chain and assets to achieve industry leading profitability
- preferred as a place to work, the business partner of choice, and valued contributors to the quality of life in the communities where we do business
- highly competitive in shareholder returns.

We will measure our progress toward these goals by use of appropriate metrics.



## FURTHER INFORMATION

Please visit [www.caltexcareers.com.au](http://www.caltexcareers.com.au) or [www.caltexfacts.com.au](http://www.caltexfacts.com.au) for more information