

Group Policy - WA Commitment, Values and Principles

WA Commitment

The continual growth of the Welding Alloys Group is attributed to our products, our customer relationships and our people.

In order to be successful we are focused on employing motivated, talented, competent and informed people who can initiate and manage a constantly changing and challenging environment that exists in our rapidly growing company. We see our people as part of our competitive advantage and we believe that our shared and “lived” values are essential to continued growth.

Core Values:

- **Creativity**
We actively promote a culture where creativity is encouraged, whether technical innovation, process improvement, or just learning how to do something better.
- **Teamwork**
We are a global company that embraces our team’s cultures and values – working together drives our ambition to achieve our goals as ‘One Welding Alloys’.
- **Responsibility**
We take absolute responsibility for the company’s impact on our neighbours, our suppliers, our customers, our staff and their families and the environment.
- **Ethics**
We operate in an open, safe and enjoyable environment in which trust, honesty and integrity prevail, and high professional and ethical standards are observed.
- **Ambition**
We have a healthy entrepreneurial and competitive spirit, and we set ourselves challenging goals to keep moving forwards and growing the business.
- **Passion**
We are passionate about everything we do, delighting our customers, and working together as One Welding Alloys.

Business Principles

- **Health and Safety**
The Group should act responsibly in order to protect the health, safety and welfare of its employees.
- **Employee Engagement**
The development of all employees, and the promotion of leadership and of employee commitment to the Group should be encouraged.
- **Environmental Responsibility**
The Group shall maintain a strong commitment to the reduction of waste and energy and promote a sustainable physical environment.
- **Customer Relations**
The Group should maintain a value-added culture by keeping a close relationship with customers and finding cost-effective solutions to their needs.

- **Business Performance**

The Group should have a strong and effective management team with a competitive spirit in the marketplace, to drive sustainable financial performance.

- **Innovative Mindset**

The Group and all its employees should demonstrate a continued ability to adapt to technological changes and market forces as required.

- **Open Culture**

There should be a culture whereby new ideas are encouraged to come forward and are recognized.

- **Community Awareness**

The Group should demonstrate a good neighbourly relationship within its local communities.

Signed:



Dominic Stekly CEO
1st April 2025