

Our Code

Infinite Possibilities — Your Way, Our Values

At Re Vera Group, our reputation is built on more than the quality of our work — it's built on who we are, how we treat people, and the choices we make every day. Our Code of Conduct reflects the values that guide us as individuals and as a collective. These values are the heart of our culture — defining how we collaborate, communicate, and contribute to a better future for our clients, our colleagues, and our communities.

This Code applies to everyone who represents Re Vera Group — across all levels, locations, and roles. It outlines the standards of behaviour we expect and the shared responsibility we have to uphold integrity, respect, and excellence in everything we do.

Our Core Values

1. Find A Way

Anything is possible. We seek solutions with one or many creative minds. We take initiative, ask the right questions, and collaborate to overcome challenges. We lead with optimism and ownership, finding paths forward where others see barriers.

2. Own It

We take responsibility, learn from our mistakes, take it on the chin and move on. We deliver on our commitments, communicate openly, and are accountable for our actions. We take pride in both our successes and the lessons learned from setbacks.

3. Open to Growth

We're hungry to learn and unlock potential, becoming more aware of ourselves and others. We welcome feedback, value curiosity, and pursue continuous improvement. We celebrate personal and professional development as the foundation of collective success.

4. Precision

Elegant outcomes, training and processes are our jam. We're addicted to getting things right. We hold ourselves to high standards of quality, accuracy, and consistency. Through care and discipline, we deliver work that earns trust and drives lasting results.



5. Huge Hearts

We care about each other and our relationships so much that we radiate love and make the world a better place. We show empathy, respect, and kindness — both in and beyond the workplace. We build an inclusive culture where everyone feels valued, supported, and safe.

6. Lighthearted

We're fun, curious, adventurous explorers, and original thinkers. We bring energy and humour to our work, lifting others and celebrating wins together. We believe that joy, creativity, and humility make us stronger as a team.

How We Live Our Values

Our values guide every decision we make — from how we approach challenges to how we support one another. Living these values means:

- Acting with honesty and fairness in all interactions
- Taking responsibility for our actions and their impact
- Respecting confidentiality, diversity, and individual dignity
- Fostering teamwork through open and respectful communication
- Committing to safety, quality, and continuous improvement
- Representing Re Vera Group with professionalism and care

We recognise that culture is built through consistency — through small actions every day that reflect who we are and what we stand for.

Speaking Up and Doing What's Right

We encourage every team member, partner, and stakeholder to speak up if something doesn't align with our values or feels unsafe, unethical, or disrespectful. Concerns can be raised in confidence to a manager, People & Culture, or any member of the leadership team. Re Vera Group will always handle such reports with care, fairness, and without retaliation.

Integrity is not just a principle — it's our practice.



Leadership in Action

Our leaders are the custodians of culture. They set the tone through their decisions, words, and example. At Re Vera Group, leadership means modelling accountability, empathy, and courage — ensuring that every person has the support and trust they need to do their best work.

Together, We Make It Happen

The strength of Re Vera Group lies in the unity of its people — people who care deeply, think boldly, and act with heart. By living our values, we build a company that is high-performing, inclusive, resilient, and human. Together, we make the impossible possible.

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