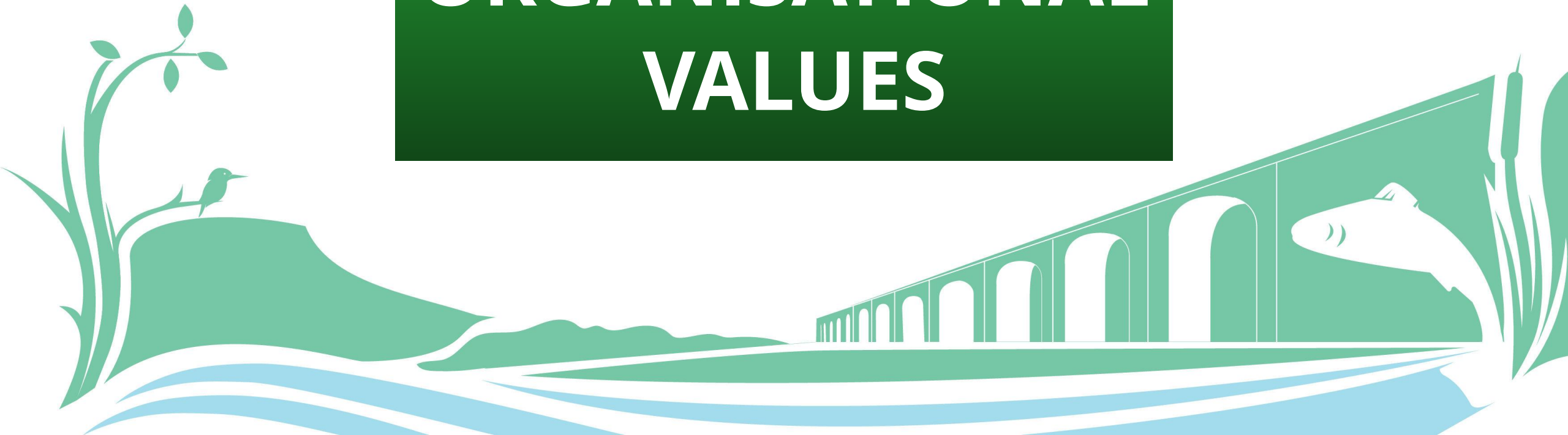


OUR ORGANISATIONAL VALUES





Innovation



Multiplicity



Positivity



Action



Collaboration



Trust

I INNOVATION



We stay curious and open to new ideas. We embrace change, seek better ways to do things, and champion creativity—from scientific methods to community engagement.

We...

- ask questions and challenge the status quo.
- pioneer creative solutions
- encourage curiosity
- share ideas and experiment without fear of failure.
- learn from others, inside and outside the organisation, to continuously improve.

MULTIPLICITY



We believe in the power of diversity—of ecosystems, of knowledge, of people, and of impact. We bring together different perspectives to create more resilient and inclusive solutions.

We...

- prioritise multiple, abundant and diverse benefits
- work holistically through multiple work streams
- value every voice and create space for all to contribute
- recognise the richness in varied experiences and viewpoints
- actively seek collaboration across disciplines and communities
- seek to provide benefits to communities fairly and equitably.

POSITIVITY



We stay hopeful and forward-looking, even when the challenges are complex. We celebrate progress and lift each other up.

We...

- focus on solutions and possibilities
- support and encourage our colleagues to create a positive atmosphere
- approach our work with energy and optimism
- take time to reflect on and celebrate each others' successes.

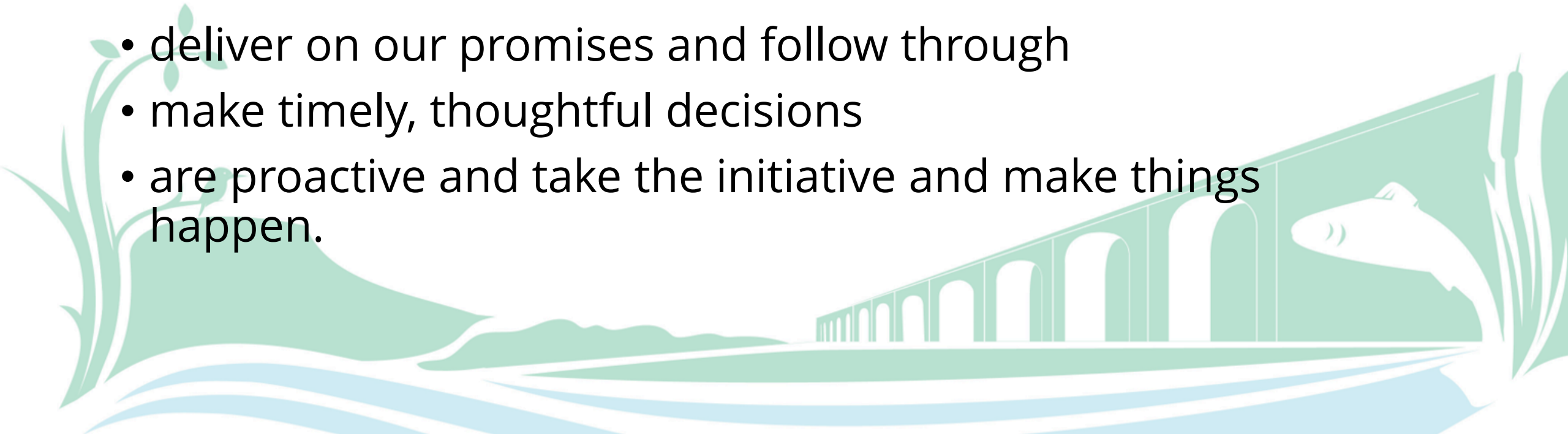
ACTION



We're doers. We turn data into decisions, and ideas into action. We take responsibility and move forward with purpose.

We...

- deliver on our promises and follow through
- make timely, thoughtful decisions
- are proactive and take the initiative and make things happen.



COLLABORATION



We achieve more together. We build trust-based relationships within our team, with partners, and with the communities we serve.

We...

- choose our partners based on shared values
- work in partnership and share success
- listen generously and communicate openly
- respect different roles and value teamwork.





We act with integrity and transparency. We are honest, dependable, and consistent—in science, in practice, and in how we treat each other.

We...

- do what we say we will
- are accountable and take ownership
- build confidence through openness and respect
- recognise, and are open about, our strengths and our weaknesses.

