WHO WE ARE

NAPIER PORT
Our company culture was holding us back.

- Disconnected
- Entrenched attitudes
- Stagnant
- Low trust
- Lacking diversity

Talking to people showed it had strong potential.
CULTURE | OUR GOAL

We needed a culture that was:

• Safety driven
• Innovative and agile
• Representative of our community
• Leading

We made culture a strategic priority.
We learnt that people make our business, not things.

As part of our change process, we:

• Took ownership
• Brought people with us
• Learnt the value of trust
• Learnt to listen
• Faced up to the hard issues
We discovered the value of diversity of thought.

New people, ideas and disciplines gave us fresh thinking.

Giving opportunities to existing people allowed them to flourish.
CULTURE | INTEGRAL TO OUR SUCCESS

Our people are our most important asset.

<table>
<thead>
<tr>
<th>THEN</th>
<th>NOW</th>
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<tbody>
<tr>
<td>Disconnected</td>
<td>Cohesive</td>
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<tr>
<td>Entrenched</td>
<td>Agile</td>
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<td>Single-minded</td>
<td>Diverse thinking</td>
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<td>Low trust</td>
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CULTURE | STARTS WITH LEADERSHIP

- Engage and listen
- Trust in the process
- Harness the power of team
- Take action
- Keep your eye on the endgame
- Take people with you
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