

## Pharmaxis Ltd Values Statement

We value a global perspective in both our scientific research and in our pharmaceutical business:

- Our opportunities are global
- We conduct our research and pharmaceutical businesses to meet the requirements and expectations of our global customers and pharma companies with whom we seek to do business.
- We therefore look for directors, management and key staff with a global perspective based on experience and networks

We value and respect the perspective and input of others:

- We seek diversity of thought and perspective (cognitive diversity) from each other and those organisations with whom we work
- We seek input from diverse cultural, ethnic, racial and gender backgrounds
- In our research particularly we collaborate and seek to building lasting relationships with key opinion leaders and commercial research organisations from around the world
- Our approved products are supported globally by trusted partners and advisors
- We collaborate with each other

We value optimistic perseverance and long term perspective. To be in biotech and pharmaceutical production requires a commitment to the long term and resilience to the challenges that are part of the process

We value an appropriate tolerance for risk:

- As a manufacturer of pharmaceutical products and a developer of new medicines patient safety has primacy and our risk tolerances reflect this
- As a developer of innovative new drugs to address global unmet needs our mandate is to take large risks on scientific outcomes. Learning from failure is an essential step in scientific research

We value integrity, it is essential to long term success

We value the ethical conduct of studies - animal and human

We value the patients whose needs we seek to meet, and the trust of those that participate in our clinical trials

We value the trust and support of our shareholders

We value and look to build trust and respect in all our relationships – within and outside of Pharmaxis

We value the communities in which we operate