

TASRACING VALUES



We know that the values we hold and behaviours we practice define our culture.

We want to do the right things and to do things right.

We want a pattern of thinking and acting with our customers in mind.

We want a workplace where people are listened to and differences are respected.

We want our culture to be lived, not words on a wall.

That's why we have agreed on a set of values to help guide our decision-making and underpin our actions.

These values reflect our passion and our driving force:

- Racing is our passion
- Aiming for excellence
- Communicating clearly
- Encouraging teamwork

Underneath each value, we have identified a series of descriptors that outline behaviours to support each value.

These behaviours guide every conversation we have, every decision we make and every interaction we have with our customers, stakeholders and each other.

R

RACING IS OUR PASSION

- We acknowledge our central responsibility to the sport of racing
- We are committed to animal welfare and the integrity of the sport
- We take pride in the presentation and performance of our tracks and facilities
- We support people to continually develop their industry skills

A

AIMING FOR EXCELLENCE

- We set challenging yet realistic goals
- We deliver our operations as efficiently as possible
- We are committed to continuous improvement
- We actively embrace and plan for change
- We value innovation and original thinking
- We place importance on managing risk

C

COMMUNICATING CLEARLY

- We recognise the importance of relationships
- We conduct ourselves professionally and communicate with respect
- We encourage the exchange of ideas
- We acknowledge the importance of customers and their experience

E

ENCOURAGING TEAMWORK

- We work corroboratively to achieve the best outcome
- We empower people so they can work to their potential
- We are inclusive and support diversity
- We recognise achievement and reward great performance

