

**From:** Staff Notices

**Sent:** Tuesday, 5 June 2012 11:20 AM

**Subject:** CEO Staff Message | Fairfax Media - 'The way we do things around here'



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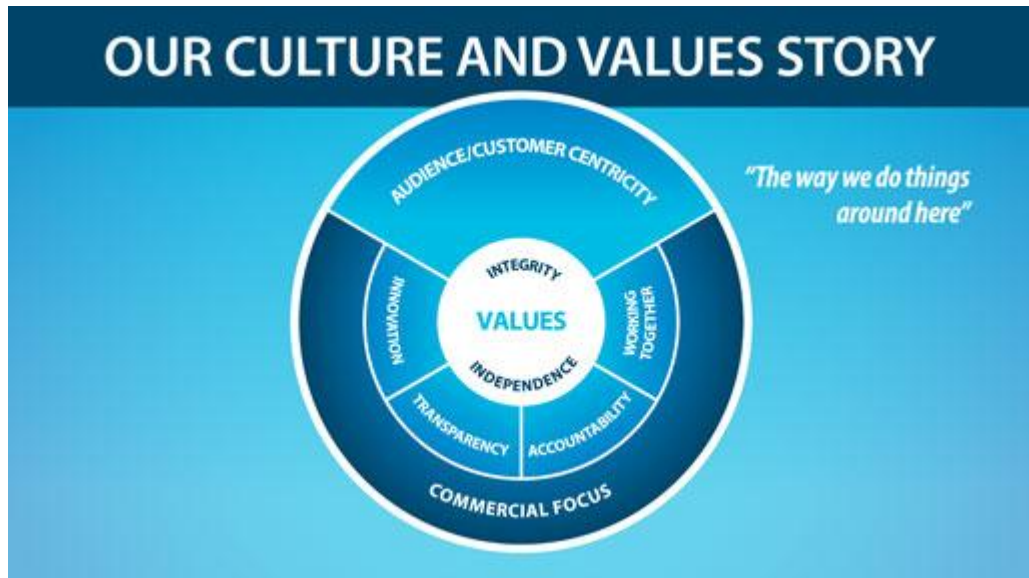
## Fairfax Media – ‘The way we do things around here’

All,

I am pleased to launch Fairfax Media's Culture & Values. This important company-wide work has been developed following a great deal of collaboration and feedback from across the business to help define 'the way we do things around here'.

Because of the inclusive process in shaping our Culture & Values, we all should relate to this work. It revolves around our core values of integrity and independence, which is manifested in the way we work and the decisions we make, which are based on the needs of our audiences and customers.

I encourage you to **click on the graphic below** to watch a short video where I introduce our Culture & Values



Over the next few weeks everyone should receive some additional material to help explain 'the way we do things around here'. I will also hold a number of staff forums about our Culture & Values and discuss the practical steps we can take to ensure that we become even more focused on the needs of our audiences and customers.

I encourage everyone to consider what behaviours need to change to better align us with our Culture & Values. We all need to commit to a better way of working together, drive performance, and make every business that is part of Fairfax Media a truly great place to work.

Regards,

Greg Hywood  
Chief Executive Officer  
Fairfax Media Limited