

Our Code video – transcript

Hello, I'm here to introduce Our Code, which is the framework that we use to help us go about our jobs in line with our Values and Behaviours.

As you know, we cast ourselves as a leading industrial, technology company and are a business that has shaped the modern world around us. We have a trusted and respected name and to maintain that we need to stick to our principles and live by our Values and Behaviours every day.

We talk about sustainable business from both an environmental and financial point of view. Living by our Values and Behaviours makes more than a sustainable business, it makes a sustainable organisation.

We're obviously all individuals, so Our Code is a framework to help define what our Values and Behaviours mean to us as a company and support us Winning Together as one team in the right way.

Our Code is available as a digital tool, which you can literally have in the palm of your hand to support you, either via our dedicated website or App.

For simplicity and convenience, it includes all of our Group Policies which provide further explanation of our principles and expectations that apply to everyone, irrespective of role, seniority, or location.

Our Code and policies are designed with simplicity in mind. They set out the key things we should all do or not do to secure a sustainable future. In each section there are links to additional guidance and there are relevant contacts too, as sometimes we all need a bit of help or advice. Or perhaps it's an opportunity to provide feedback on how Our Code and Group Policies could be improved.

All of us have a responsibility to each other to understand Our Code and Group Policies and to follow them. And if anyone is unsure or has a concern about someone or something not living up to our Values and Behaviours, then I and my Executive Team colleagues encourage you to Speak Up using one of the four channels, whichever is right for you. You will be supported, and we have a zero-tolerance policy against retaliation for anyone that speaks up.