



Our Commitment to Values and Promises

Our values and promises are based on making OSL a safe, enjoyable and rewarding place to work.

- **Safety in all our actions**

Safety is central to our activities from our normal working day in the office, to client's sites and the safety aspects in our designs. We will look after our own health and safety as well as considering the health and safety of others.

- **Concern for the Environment**

We will play our part in conserving our environment for the next generation, considering energy, re-use of materials and minimizing waste.

- **All individuals have equal worth**

Each person has a voice and something worth hearing. We will make sure we listen carefully to their point of view. It may be that they have a solution to a problem we have.

- **Honesty and Integrity**

We will always act within the law and always make our decisions based on full possession of the relevant facts and within agreed boundaries.

- **Respect for others and tolerance**

We will respect others space and opinions. The needs of others are important to us. We will be patient with those who do not yet understand our point of view and listen to their questions so we may help them to learn.

- **Self-discipline**

We will be punctual and prepared for meetings. We will plan our work and keep our promises to others.

- **Responsibility and Hard Work**

We believe that each individual has an important part to play in achieving our success. We will work within clear boundaries to perform our roles and make our own decisions within them. We will support each other's decisions and recognize that there will be times when tough decisions need to be made.

- **Working as a team to achieve our common objectives**

We work with people not for people and believe that as a team we can achieve more than just as individuals. We have common goals, which are understood by each individual.

- **Appreciation of the diversity of skills that are required to make a success of the organisation**

We believe that to achieve success, it is essential for our team to be made up of many types of people, this is what makes us special.