

The Respect Charter

Recognise our right to a safe working environment

Every worker has the right to perform their duties in a safe and secure setting. We commit to upholding safety regulations, following best practices, and raising concerns when hazards arise. Prioritising health and safety protects not only for ourselves but also for our colleagues and the broader community.

Treat people fairly, with courtesy and respect

All interactions should be grounded in professionalism, fairness, and respect. Whether engaging with colleagues, clients, or external stakeholders, we foster a workplace culture where everyone feels valued and heard. Discrimination, harassment, and disrespectful behaviour have no place in our work.

Recognise that we will not always share the same point of view

Diverse perspectives enrich decision-making and problem-solving. While differences in opinion may arise, we commit to constructive dialogue, active listening, and mutual understanding. Disagreements should be handled professionally, ensuring a collaborative and inclusive working environment.

Acknowledge that our personal behaviour can affect others

Our actions and attitudes influence workplace morale, productivity, and safety. We take responsibility for our conduct, ensuring it contributes positively to everyone. This includes maintaining a professional demeanour, being mindful of language and tone, and addressing conflicts constructively.

Be supportive by working together and learning from each other

Collaboration strengthens our ability to deliver high-quality work. We embrace opportunities to share knowledge, mentor others, continuously learn, and to support everyone equally.

Work together to safeguard our working environment

Creating and maintaining a safe workplace is a shared responsibility. We remain vigilant about hazards, follow safety protocols, and support each other in fostering a culture where wellbeing is paramount. By working together, we protect not only ourselves but all others who may be affected by our actions.