Employee guide to our vision, values and behaviours

When our organisation combined in 2017, we took a deliberate decision to design, build and develop our vision and values together. Following six months of consultation with people across the business, I’m proud to introduce our aligned vision, value and behaviours to you now.

People are at the heart of our cultural framework (right). Our vision, values, behaviours and leadership support you at work. They set the tone for how we work together, with each other and with other stakeholders.

In order to create the kind of organisation we want to be, you are encouraged to get to know our new vision, values and behaviours. Help us to bring them to life.

I look forward to hearing your values. Thank you.

Robin Watson, chief executive

Vision a bold statement highlighting our purpose and future ambition

Values sets the tone of what is important in the business

 Behaviours embeds our values and provides expectations of the way we get things done in the business

Leadership role models at all levels of the business who are ambassadors for the way things are done

Our vision
A vision statement is a bold declaration of our business purpose and future direction. It provides us with a shared sense of direction and reminds us of our purpose and future ambition.

Our values
Values set the tone for what is important in the business. It is the actions that we as individuals take that will support our values becoming real in the business. Share your values story here tellus@woodplc.com

Our behaviours
Behaviours help to embed our values and provide expectations of the way we work together. We will get the kind of working environment we want by committing to a common set of expectations.
# Our vision, values and behaviours

## Our vision is to:
Inspire with ingenuity, partner with agility, create new possibilities...

## Our values are:

<table>
<thead>
<tr>
<th>Care</th>
<th>Commitment</th>
<th>Courage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working safely, with integrity, respecting and valuing each other and our communities</td>
<td>Consistently delivering to all our stakeholders</td>
<td>Pushing the boundaries to create smarter, more sustainable solutions</td>
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</tbody>
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## Our expectations of each other are:

<table>
<thead>
<tr>
<th>Listen up</th>
<th>Lift others up</th>
<th>Stand up</th>
<th>Team up</th>
<th>Speak up</th>
<th>Don’t give up</th>
</tr>
</thead>
<tbody>
<tr>
<td>Listen for possibilities, seek and provide feedback in equal measure</td>
<td>Inspire others and lead by example with colleagues, customers and communities alike</td>
<td>Make an active contribution, say what we do and do what we say</td>
<td>Work collectively to achieve our aims, embrace diversity and encourage contributions from all</td>
<td>Look for ways to improve, identify and share best practices</td>
<td>Stay focussed on our goals and treat failure as a learning opportunity</td>
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