



AIR RADIATORS

VALUES

integrity passion integrity communication
teamwork
excellence
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AIR RADIATORS

VALUES

Air Radiators values capture the essence of our business and people at our best. They are a set of guiding principles around integrity, passion, excellence, teamwork and communication that underpin our daily activities.

Our values draw on our history and lead us to a bright and prosperous future by instilling belief in ourselves, our work mates and our company.

By harnessing the benefits of our diverse backgrounds, and celebrating our individuality, we encourage everyone to support each other to live by our values. With a sense of fun and humour we can create an environment in which we thrive and enjoy our work.

By embracing these values each of us contributes to a team we are proud of – one that achieves extraordinary results and is successful – Air Radiators.



VALUES

INTEGRITY

Respect

For the people you work with and the job that you do.

- Treat others as you would like to be treated
- Use care with property and equipment
- Behave professionally
- Demonstrate fairness

Trust

Responsibility for ourselves, and confidence in others.

- Build open relationships
- Empower others
- Be reliable and deliver on promises

Honesty

In our thoughts, words and actions.

- Be truthful and sincere
- Speak freely and frankly



VALUES

PASSION

Drive ***The desire to excel.***

- Realise your potential
- Set personal goals
- Create positive energy

Pride ***Satisfaction in doing our best.***

- Take ownership
- Achieve goals
- Value achievements and improvements

Enthusiasm ***A keen and active interest.***

- Be positive
- Get involved
- Challenge yourself
- Enjoy!

Initiative ***Take the lead.***

- Step up
- Make and develop your own opportunities and ideas
- Look outside the square



VALUES

EXCELLENCE

Safety

Is in everything we do – people – people – people.

- Everyone's responsibility
- Make your workplace safe for the people who love you

Quality

Is in everything we do – people – solutions – service.

- Develop excellent people
- Design and manufacture excellent solutions
- Deliver excellent service

Direction

World leaders in specialised heat transfer solutions.

- Clearly defined goals
- Strong leadership
- Driving growth

Challenge

Continuous improvement.

- Identify our obstacles
- Challenge current methods
- Be innovative in our ideas
- Save time and money

Celebrate

Our success.

- Recognise and reward achievements
- Give positive feedback



VALUES

TEAMWORK

Leadership *Showing the way.*

- Everyone to lead by example
- Provide guidance, direction and inspiration to achieve our goals
- Demonstrate confidence, flexibility and mutual respect
- Promote team building

Camaraderie *Goodwill and rapport with our fellow employees.*

- Work together by sharing information and ideas
- Support and encourage one another
- Being a part of a friendly and sociable environment ... smile

Commitment *Having a sense of belonging, and a feeling of loyalty.*

- Be accountable
- Be dedicated
- Go beyond expectations and be prepared to give that little bit extra

Understanding *Being considerate towards others.*

- Tolerance
- Compassion
- Acceptance
- Patience



VALUES

COMMUNICATION

Consistency *Information and actions are uniform, reliable and current.*

- Clear and understandable
- Common language

Openness *Information is honest, shared and understood.*

- Direct and to the point
- Freedom to express ideas
- Encourage involvement
- Willingness to participate

Listening *Make an effort to hear others.*

- Positive body language
- Wait for the person to finish speaking
- Take time to consider

Feedback *Encourage all comments, responses and views.*

- It's OK to ask questions
- Acknowledge that you understand
- Show appreciation for effort and contribution

Say "thank you"



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