

**We strive to uphold the following values in our business:**

1. *We commit to tell the truth in all situations at work with colleagues, suppliers and customers. We will behave with integrity in all our business dealings.*

2. *The work we do is valuable and important.*

*We provide jobs for families in the Rossendale Valley. We recycle materials that might otherwise go to landfill. We have a social enterprise that offers work experience for vulnerable adults.*

3. *We are committed to supporting our employees, both in and out of work, as far as we are able. The pastoral support of our company Chaplain over the last 10 years is a key commitment for us.*

4. *We want all our staff to play to their strengths. We will endeavour to best tailor each person's job to their own skill set. Everyone has a special gift. We will try and find it.*

5. *We will focus on developing managers that inspire respect and loyalty in their staff, and bring out the best in them.*

6. *All staff need their holidays and a true break from work. We commit to not contact any of our staff on holiday without their prior agreement.*

7. *We commit to investing part of our energy, resources and vision into the community of Whitworth.*