

# Our Values

'The EM&I Way'

**EM&I**

Delivering Integrity

## PEOPLE



- We recruit, develop and retain the best.
- Our people deliver a Global Service based on empowered Local Support and collective knowledge.
- We recognise and reward achievement.

## PASSION



- We have a passion for quality, creativity, innovation, practical solutions and exceeding expectations.
- We provide inspirational leadership based on a passion for the Value we deliver.
- Our passion and performance are driven by our core beliefs in Health, Safety, Sustainability and the Environment.

## UNDERSTANDING



- We are experts in our industry and we use this expertise to deliver Value to our clients, staff and shareholders.
- We understand our clients' and their stakeholders' businesses, their needs, and what success means to them.
- We are inquisitive and we successfully challenge assumptions.

## OPENNESS



- We are transparent, honest and reliable and build trusting and long lasting relationships.
- We share knowledge and learning to improve what we do.
- We are straightforward in our communications.

## INTEGRITY



- Our personal integrity underpins our collective integrity.
- We do what we say we will do.
- We are honest, accountable and ethical in all our dealings.

## PARTNERSHIP



- We develop positive relationships and teamwork.
- We share solutions, achievements and rewards.
- We assist clients and regulators by being an integral part of their team.
- We are responsive, loyal and deliver consistent support to our clients and our people alike.