

SAFETY - CARING FOR OUR WORKFORCE, OUR PASSENGERS, AND THE PUBLIC BY CREATING AN ENVIRONMENT WHERE NO ONE GETS HURT		INTEGRITY - ACTING FAIRLY, TRANSPARENTLY, AND CONSISTENTLY	
DELIVER	- We take care of ourselves and others by making health & safety a consideration in everything we do - We look after our own and others well-being - We address every hazard whenever we notice them to minimise harm - We speak up and ask questions if we are unsure about any issues concerning health and safety - We learn from safety and well-being issues to make sure they are not repeated	DELIVER	- We are committed to the goals and objectives of the project - We follow our policies and practices to maintain our high standards - We agree results and goals with stakeholders and work together to achieve them - We are honest and communicate openly - We are dependable and follow through on our commitments - We develop positive and productive relationships with all stakeholders
EXCEL	- We take care of each other, regardless of relationship - We seek opportunities to surpass current thinking on safety, health and wellbeing - We make safe decisions and choices as second nature - We recognise and praise good safety practice and talk positively about our experiences - We maintain the highest safety standards possible	EXCEL	- We create an environment where people feel free to raise issues and have them addressed without negative repercussions - We are clear on what we expect from each other - We take time to explain why we are making decisions in a certain way - We spot competing priorities and seek to reconcile them in a transparent way - We anticipate our stakeholders concerns and priorities and share information to keep them informed - We encourage everyone we work with to live up to our values
LEADERSHIP - USING INNOVATION AND CHALLENGING TO LEAD BY EXAMPLE		RESPECT - UNDERSTANDING OTHERS, RECOGNISING THEIR VALUE AND BEHAVING ACCORDINGLY	
DELIVER	- We are committed to delivering excellence - We share best practices and innovative ideas with others so everyone can benefit - We learn from mistakes and apply lessons learned to avoid them happening again - We demonstrate self-awareness, recognise our own limitations and seek to address these - We maintain a results focus even in challenging situations, we show courage and seek support from others when struggling - We role model exemplary values in everything we do	DELIVER	- Where we affect people, we involve them as early as possible and seek their opinions - We listen to others. We invite, provide, and respect challenging views - We identify and address conflict in our teams before it becomes a problem - We treat people with empathy and compassion - We appreciate the strengths and differences of others and support them to grow for everyone's benefit - We treat people with respect independent of their status or views of us
EXCEL	- We foster an environment that encourages creativity and innovation, where existing assumptions can be challenged - We turn challenges into opportunities and apply creative thinking to address them - We act as coaches and mentors for others and support them wherever we can - We consider different methods and demonstrate willingness and flexibility to change plans as needed	EXCEL	- We explore different ways of working, asking 'why not?' instead of 'why?' - We help people to work together across different areas - We develop an inclusive working environment where everyone feels valued and involved - We ask for feedback and give constructive, evidence-based, and fair feedback to others - We treat people with empathy and compassion, fairness and dignity

