

Social Values Policy

Policy Statement

AJT engineering are committed to upholding and promoting a set of social values that reflect our dedication to creating a diverse, inclusive, and socially responsible environment. This policy outlines our core values and the principles we adhere to in our interactions with employees, members, partners, and the wider community.

Principles

- **Diversity and Inclusion:** We believe in fostering an environment that celebrates diversity and inclusion. We embrace individuals from all backgrounds, regardless of race, ethnicity, gender, sexual orientation, religion, disability, or other characteristics. Discrimination and prejudice are strictly prohibited.
- **Respect:** We value and respect the dignity of all individuals. Our interactions are guided by a commitment to treating others with kindness, empathy, and fairness.
- **Equality:** We strive for equality of opportunity, recognizing that everyone should have access to the same rights and resources, irrespective of their background or circumstances.
- **Community Engagement:** We actively engage with our local and global communities, seeking to make a positive impact through volunteerism, philanthropy, and partnerships with organizations that share our social values.
- **Sustainability:** We are dedicated to environmental sustainability and responsible resource management. We aim to minimize our environmental footprint and promote eco-friendly practices.

Commitment

To ensure the consistent application of our social values, we commit to the following:

- **Training and Education:** We will provide training and educational resources to all employees, members, and partners to promote understanding and adherence to our social values.
- **Reporting Mechanisms:** We will establish clear reporting mechanisms for individuals to raise concerns related to violations of our social values. Reports will be handled confidentially and promptly.

- **Accountability:** Individuals found to be in violation of our social values may be subject to appropriate disciplinary action, up to and including termination or expulsion, depending on the severity of the violation.
- **Continuous Improvement:** We will regularly review and update this policy to ensure its relevance and effectiveness in promoting our social values.

Compliance

All employees, members, and partners of AJT are expected to comply with this Social Values Policy. Failure to do so may result in disciplinary action.

AJT engineering are committed to creating a world that reflects our core values of diversity, respect, equality, community engagement, and sustainability. Through this Social Values Policy, we aim to make a positive impact on society and lead by example in promoting social responsibility.

David Scalley
Managing Director
Date: 19/12/2024
Signed:



Next Review: 19/12/2025

