

ASPIRE DEFENCE VALUES



**SAFETY
FIRST**



**DELIVERING
TOGETHER**



**CARE &
RESPECT**



**ACHIEVING
EXCELLENCE**

OUR COMMITMENT

We are committed to developing a culture in line with our Values. We believe that our Values provide us with the framework to create an organisation that will deliver our Purpose and Vision now and into the future.



Allan Thomson
Chief Executive
Aspire Defence Limited



Mark Carr
Managing Director
Aspire Defence Services Limited



B A C K G R O U N D

Aspire and the MOD have agreed a joint Purpose, Vision and set of Values which have been adopted by us both to create a unique culture that underpins the way we run the business and the way we behave.

This booklet is designed to provide a reference guide to the Aspire Values.

It clearly sets out our expectations for individual behaviours and hence the behaviour of the whole business.



P U R P O S E W H Y W E E X I S T

Together MOD and Aspire will manage and deliver modern, flexible accommodation for soldiers in Aldershot and the Salisbury Plain area that will support the Army, provide the best possible environments for soldiers to live, work and train, and deliver long-term value for the MOD and Aspire.



VISION WHAT WE WANT TO ACHIEVE

We will improve the quality of life of soldiers by delivering
best in class service.



OUR VALUES HOW WE DO THINGS

The Aspire Values are key to the way we do things and how we deliver our Purpose and Vision on behalf of the MOD.

So it's important that we have Values which work for everyone and reflect the business today.



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SAFETY FIRST

We put Safety First, beyond anything else,
in how we think, act and behave.

What we can all expect

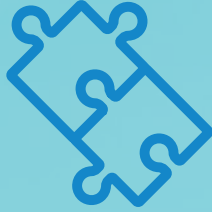
You Give

You work safely, always. You never lose sight of our safety culture. You challenge and report safety issues, however minor.

You Get

A safe working environment, the safety training you need and the right equipment to do your job safely. We will encourage and support you to report safety issues.





DELIVERING TOGETHER

We are all part of one team, working together to deliver excellence. We celebrate our success, or we pull together to do better next time.

What we can all expect

You Give

You are focused on your customers and you care about their needs. You share your experience and ideas for the good of the team and you give your all.

You Get

The tools and the skills to do a great job, the support of your team and the opportunity to share and promote good practice across our business. We work together to deliver for our customer and for each other.





ACHIEVING EXCELLENCE

We are continually looking for better ways to do things, to improve and to innovate.

What we can all expect

You Give

You look and think beyond your immediate task. You contribute your ideas and views with enthusiasm.

You Get

Respect for your opinions and ideas and the confidence of knowing you will be listened to. We will support you to be your best.





CARE & RESPECT

We care about everything we do and the people we work with and for.

What we can all expect

You Give

You recognise your impact on others and you take personal responsibility. Your behaviour at work supports the reputation of our business and upholds a blame-free culture.

You Get

We encourage honesty, mutual respect and two-way communication.





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