



ACRS ethos has been documented to ensure ACRS values, working practices and management style are clearly understood by all who work for and with us.

Our values are about openness, transparency, honesty, individual contribution, group decision-making and commitment to continuous improvement. ACRS is characterised by its professionalism and integrity.

The following values are the cornerstone of our ethos and our personal behaviour must reflect them:

1. ACRS is an ethical organisation. Therefore, there is an expectation that the truth will be told.
2. ACRS strength is the diversity and support of its members and stakeholders. Therefore, important matters will involve appropriate consultation and discussion.
3. Everyone is expected to contribute to the best of their abilities. Therefore, everyone has a right to be heard in a non threatening environment;

These key values are underpinned by the following:

- ◆ We were created to satisfy the needs of the Australasian construction industry and we will continue to grow and develop ACRS, increasing our value to the industry;
- ◆ We will demonstrate a high level of personal integrity;
- ◆ We will promote teamwork and show consistent leadership;
- ◆ We have a right to know how we are performing, and to be encouraged and supported to reach our potential;
- ◆ Our relationships will be mutually beneficial and based upon equity and trust;
- ◆ We will nurture behaviours that encourage quality and continual improvement in all our activities;
- ◆ We will show respect for one another and for those with whom we deal;
- ◆ We will be clear and consistent: We will say what we do, and we will do what we say;
- ◆ We will be results oriented: We will define our goals and objectives and measure our performance and outcomes against them;
- ◆ We will be an active and responsible corporate citizen: We will assist other groups and organisations appropriately where ACRS contribution will benefit stakeholders.

Philip Sanders

Executive Director