



To be the pre-eminent provider of safety-focussed, high performance industrial workforce solutions in Australasia.

This will be achieved through delivery of our key service offerings:

Specialised **R**ecruitment
Optimised **P**erformance
Mitigated **R**isk



1. **Do it, Mean it.**

We take great pride in honouring commitments, and in exceeding the expectations of anyone we might assist, always working with the utmost of urgency. We delight in helping others.

2. **People People.**

Our business is entirely people-focused, and we relish the opportunity to nurture long-lasting relationships, built through trust, integrity, sincerity, humility, mutual respect and the highest degree of ethics.

3. **Unity.**

We understand the importance of having both personal accountability and responsibility, as well as a collaborative and collegiate team approach, in order to achieve the best possible outcomes.

4. **3 E's.**

Empower, Encourage, Engage.

We are committed to creating a blame-free culture where we help each other to be the best we can be. We take our jobs seriously but not ourselves; we enjoy our time working together and we love a laugh.

5. **No Limits.**

We set audacious goals, for we know that simply by striving to achieve them, by pushing ourselves and being hungry to learn and improve, we will succeed. We back ourselves to achieve, for we are passionate and prepared to work harder than anyone else, in the knowledge that persistence, determination and wholehearted effort will win.



1. **Safety.**

There is simply no higher priority than ensuring the safety and wellness of our employees.

2. **Excellence.**

We approach every task, every conversation and every action with the utmost of professionalism, where speed, quality and high performance are our hallmarks.

3. **Expertise.**

We maintain absolute focus on our core markets and skills, developing a deep understanding, empathy and knowledge, that is valued greatly by our clients and candidates.

4. **Innovation.**

Entrepreneurial by nature, we are thirsty for knowledge and new ideas, constantly seeking better ways to deliver great solutions.

5. **Efficiency.**

We understand the critical importance of optimal systems, structures and operating tools, in enabling our clients, our people and our business to succeed.



1. **Visible.**

We are seen and heard, both internally amongst our teams, and externally throughout our markets. This visibility enables us to be connected with all key stakeholders, which in turn helps us to identify issues, and create opportunities.

2. **Accountable.**

Driven, dynamic and energetic, we take pride in consistently and reliably honouring commitments, in being decisive and taking action, and in delivering outcomes. We are highly responsive and, understanding that it is often the perceived "little things" that are most important to people, we never need to be asked twice.

3. **Visionary.**

Innovative and entrepreneurial, we endeavor to strike the right balance between working strategically on the big picture, and tactically to deliver results. Lateral thinkers, we enjoy setting standards, and are brave and courageous in exploring the paths less trodden.

4. **Authentic.**

We are renowned for our honesty, empathy, determination and hard work. Accessible, approachable and humble, we are consistent in the way we treat people and situations.

5. **Inspiring.**

We place great emphasis on listening, supporting and coaching, to foster the personal and professional development of our teams, taking a true mentoring approach. We defer credit and take blame wherever necessary, and do whatever we can to clear obstacles and make things simpler for our people, providing the best possible environment for enjoyment, fulfilment and success.