**Activity 2: Personal conduct and behaviour, and company ethics**

Example answers from the interview with Neale Mighall at Ignys:

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| What are some of the key values of Ignys? | * To be an ethical engineering company. * Not to work on any project that can cause harm to the environment or to people. * To actively turn down projects in industries they don’t agree with. |
| Why are values, conduct and behaviours of employees important to Ignys? | * Nobody left behind – people come first, and no one is punished for an honest mistake. * Everyone plays by the same rules. * Everyone is part of a team and should follow the rules. * A happy workforce wants to work hard, and people want to work for a happy business. |
| What are the everyday expectations for behaviours and how does this impact the business? | * Flexibility is important but so is timekeeping and focus. * Support and help is always offered but people must manage their workload and take responsibility for their actions. * Treat everyone with respect. * Family commitments are taken into consideration – so a good job is done at work. * People should support each other and try new things. * People should own their mistakes, and everyone will help resolve it. |