At Havencare, every person matters.

Our people pillars and pledges commit us to how we act to attract, engage, train and retain our people.

> Encourage people to reach their potential

Take every opportunity to recognise & invest in our people

Listen, learn & act on our people's voices

Treat people like they make a difference

Care personally & challenge directly

Support people to support people

Enable personal responsibility to be fulfilled

> **Support our** people to perform

rihavencare making a difference

havencare.com







Take personal responsibility & share collective responsibility

Value individuality, celebrate inclusivity, pursue unity

Live our values

Humanise communications & interactions

Positive about people & curious about their perspectives

Honest with ourselves & look for learning

Give feedback that will help people grow