



HEAD OFFICE

McMillan Industrial Estate

Unit 4, 26 Ferndell Street, South Granville NSW 2142

P: (02) 9782 1100 | W: www.iame.com.au | E: inbox@iame.com.au

VALUES & ETHICS POLICY – 2018

The Institute of Automotive Mechanical Engineers (IAME) is committed to improving the societal, cultural, organisational and economic well being of those involved in the Automotive and Allied industries, through the provision of high quality training and education.

All employees, office bearers, colleagues, officials and volunteers of the IAME, have significant influence in developing a motivated, dynamic and inspired society by providing experiences that inspire and facilitate a thirst for knowledge through teaching and learning. We do this by promoting an organisational culture of continuous self-improvement, through professional development structural innovation and by creative thinking. The IAME aspires to be an organisation who people are proud to work for, and we wish to be regarded as a significant employer of choice.

The values that underpin our activities include:

- **Student Success** – To be a part of our students success, whilst understanding and satisfying our students individual and collective needs, are central to their achievements
- **Industry Leadership** – To be industry leaders by inspiring commitment through inclusive and courageous action, open communication, transparent processes, honesty and integrity
- **Environmental Agility** – To be situationally agile, recognising and responding with informed insight to the changes in our environment and needs of our students communities and people.
- **Organisational Engagement** – To be an organisation that is people centred. Fostering resilient, capable, accountable and skilled employees who relate to each other and all our associates with trust, honesty, dignity and respect.
- **Financial Sustainability** – To be financially sustainable accepting our impact on and contributing positively to the financial, environmental, and societal future of our organisation and communities at large



HEAD OFFICE

McMillan Industrial Estate

Unit 4, 26 Ferndell Street, South Granville NSW 2142

P: (02) 9782 1100 | W: www.iame.com.au | E: inbox@iame.com.au

We demonstrate these values in our continuing operational activities by:

- providing quality education and training services, whether in a classroom, workshop, On-the-job, on-line or delivering in the community.
- being unswervingly truthful, trustworthy and accountable.
- being considerate and courteous in all our dealings.
- upholding the ethos of social justice by opposing injustice, prejudice and dishonesty.
- making decisions that are procedurally fair to people.
- treating all people that we are involved in, with dignity and respect by avoiding behaviour which is, or might reasonably be perceived as, harassing, bullying or intimidating
- maintaining and enhancing professional relationships, by working collaboratively with students, colleagues, and business partners to reach our common goals
- acknowledging our stakeholders as partners in our processes.
- behaving in ways that embody respect, integrity, fairness and responsibility.