

# High Definition Values & Business Principles

## *Values and Ways of Working Together*

We work together with audacity and grace. The High Definition Possibility Community supports us all to rewire your brain so you can create the wildly successful life we all deserve (personally and professionally) with mutual respect and trust.

To empower the High Definition Possibility Community, **we commit to:**

1. **Clarity** on the Best Possible Outcome for all
2. Working with **Curiosity** and the willingness to wonder
3. Making more **Conscious Choices**
4. Having the **Courage** to fail
5. Consistently **Committing** to showing up and taking part
6. Building the High Definition Possibility **Community** to empower, inspire and motivate
7. Expanding **Compassion** for self and others
8. **Celebrating** both wins and the failures

... and having lots of **FUN** along the way!

These values are relevant to ourselves, our work together, with the communities we touch, the suppliers we collaborate with and in delivering our programs.

We also agree to;

- \* **Respect, kindness and gratitude** for one's self and others at all times
- \* **Not being afraid to fail** because 'failure is success in progress'
- \* **Taking imperfect action** because, 'done is better than perfect'
- \* **Being more curious than afraid**
- \* **Create a world of possibilities**

## *At High Definition You:*

### ***We work lawfully and with integrity***

Including consideration of UK laws, data protection, bribery, money laundering, conflicts of interest, gifts and hospitality and confidentiality.

### ***Everyone is treated equally and with respect and dignity***

No one is subject to physical, sexual, psychological or verbal harassment, abuse or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement based on; race, ethnicity, age, role, gender, gender identity, colour, religion, country of origin, sexual orientation, marital status, pregnancy, dependants, disability, social class, union membership or political views.

### ***Work is conducted on a voluntary basis***

We comply with the principles of the UK's *Modern Slavery Act 2015* and never use forced labour, whether in the form of compulsory or trafficked labour, indentured labour, bonded labour or other forms.

### ***Everyone is of an appropriate working or participating age***

We never work with anyone (suppliers or clients) under the national minimum working age.

### ***Everyone is paid fair wages***

Everyone working with High Definition You is provided with a total compensation package which exceeds the legal minimum standards.

### ***Working hours for everyone are reasonable***

No one is required to work more than the regular and overtime hours allowed by the law and all overtime is on a voluntary basis.

### ***Health and safety are protected***

A healthy and safe workplace is provided to prevent accidents and injury.

### ***Everyone has access to fair procedures and remedies***

Everyone is provided with transparent, fair and confidential procedures that result in swift, unbiased and fair resolution of difficulties which may arise as part of the working relationship

### ***Work is conducted on the basis of freely agreed and documented terms of employment***

Everyone, permanent and contracted, are provided with employment documents that are freely agreed and which respect legal and contractual rights.

### ***Everyone is free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively***

Freedom of association and collective bargaining are recognised and respected. No one is intimidated or harassed in the exercise of their right to join or refrain from joining any organisation.

### ***Land rights of communities, including indigenous peoples, is protected and promoted***

Indigenous people and local communities are fully respected.

### ***Business is conducted in a manner which embraces sustainability, reduces environmental impact and increases positive social impacts***

Operations, sourcing, manufacture, distribution of products and the supply of services are conducted with the aim of protecting and preserving the environment and creating a positive social impact.