

Hadley Values



Why - Our Purpose

Changing lives by building better...

Hadley Group is determined to change lives by building better. We believe that by working together with our supply chain and stakeholders we can reshape the construction industry to drive sustainability, social responsibility and industry change.

We are working to build construction systems and supply chains based on principles that are fundamentally different through disruptive, new and scalable construction methods, governance and finance models. The results are improved quality and cost platforms, and accelerated delivery.

Building Better - other sectors expect that when a problem occurs every aspect of how that product was manufactured and installed is traced and identified - from cars to computers to food.

Why is that not the case for the homes we live in? Why is it that the 'design' of a building often bears only a passing resemblance to what is actually built and what is actually built often doesn't get recorded?

How can those who become managers responsible for managing facilities do that if their information is incomplete, out of date and difficult to access?

We use advanced methods of construction (AMC) to answer these questions by building attractive, efficient and innovative homes. A digital golden thread of accurate building information means our homes are easily maintainable throughout their life-cycles.





Where - Our Vision

Be a dynamic delivery partner from design to completion of better homes and communities

“Dynamic delivery partner” - means we are a catalyst for change and progress through customer and supplier partnerships that extend beyond international borders.

“Design to Completion” - Construction projects take place in steps. Early engagement in design allows sharing of extensive experience that delivers cost effective results through inspections, testing and certifications to ensure industry leading quality and innovation.

“Better homes and communities” - Having somewhere decent to live and affordable to run day-to-day is fundamental to how we feel about ourselves and the communities we live in.

Traditional construction problems will not be overcome without real change in approach. This is why Hadley has radically reshaped the construction delivery model.

We believe that every community and every person matters and that they deserve secure, cost efficient homes.





How - Our Values & Behaviours

WE AIM TO AVOID...	HOW	WE ASPIRE TO...
<ul style="list-style-type: none"> • 'We don't do it that way' • Being closed to change • Not representing good ideas • Personal protectionism 	<p>CREATE CHANGE</p>	<ul style="list-style-type: none"> • Challenge assumptions and identify root causes • Put time aside to share and explore ideas • Use relevant data and analysis to drive results • Take smart risks and opportunities... 'Have a go' • Accept early failure and celebrate wins
<ul style="list-style-type: none"> • Thinking we know the best answer • Silo mentalities • Action without engaging others • Not delegating where we can 	<p>WORK TOGETHER</p>	<ul style="list-style-type: none"> • Insist on purposeful and planned meetings • Have the right people in the room • Ask great questions and listen to others' opinions • Engage others to empower them • Ask for feedback and treat everyone with respect
<ul style="list-style-type: none"> • Delay in making decisions • Paying lip service to procedures • Walking past safety issues • Not keeping up to date 	<p>SAFETY FOCUSED</p>	<ul style="list-style-type: none"> • Talk positively about safety as an enabler of change • Role model all safety practices... 'Do it Right' • Hold each other to account on safety • Demand no surprises • Always check a working environment is safe
<ul style="list-style-type: none"> • Stepping away when it gets tough • Blaming others • Seeking permission every time • Waiting and hoping 	<p>TAKE RESPONSIBILITY</p>	<ul style="list-style-type: none"> • Seek to understand internal and external customers • Step in where you can add value • Have courage to have the difficult conversations • Act on your promises to hit deadlines/budgets • Use time and cash effectively
<ul style="list-style-type: none"> • Passing the buck • Changing the rules too often • Over confidence • Lack of patience 	<p>BE TRANSPARENT</p>	<ul style="list-style-type: none"> • Tell great stories about our ambition and success • Share relevant information and data as necessary • Use appropriate language • Be honest about the reality of situations • Express personal feelings and thoughts



What - Our Strategic Plan

The 'WHAT' shows our people are at the heart of everything and that leadership influences the decisions we make and the results we achieve together.



Leadership & People is always about change and aligning people to the vision, that means buy-in and communication, motivation and inspiration to mobilise people to achieve the desired change and commit to working together safely. Be transparent and take responsibility for productivity and results, highlighting positives, risks and issues to foster trust, allowing us to gain better people engagement to delight our customers and stakeholders.



Global Growth demonstrates the Hadley Group market proposition is the ability to provide products to the same standard and quality to customers that span across multiple geographic regions.



Operational Excellence is designed to balance efficiency with resilience through blending the welfare of our people with technology and market leading service to position Hadley Group as the manufacturer of choice.



Research & Development shows how research is the DNA of our business and the power of development to nurture an idea from concept to reality and capture value for our customers.



Brand Value signifies strengthening of our singular parent brand creating equity both internally and to the external market and in the process aligns to our associated sub-brands.



Governance & Process translates into bottom-line financial benefits through an integrated approach to governance, risk and compliance. This facilitates alignment of our operational strategy, oversight, personnel optimisation, business process streamlining and quality data information evolving our way of working that helps us all to run the business better.