

## **Working for BSN medical**

We have created a set of People Principles, which are a set of standards and aspirations that provide a foundation for all our people strategies and processes within the business. They also provide us with a benchmark against which we can measure our performance. How these principles are put into practice may vary depending on local circumstances, but the principles themselves remain the same throughout our business. They are outlined below:

### **People Principles**

As the source of all energy, creativity and achievement, people are the most valuable resource of BSN medical. In support of this belief, the following principles build on our Vision and Values, and guide the way we manage our people.

#### **We Aim to:**

- make the "Vision and Values" the cornerstone in all people and business interactions,
- actively promote open communication at all levels, and ensure that all our employees have the understanding needed to maximize their contribution to the business,
- actively encourage all employees to realize their full potential and to continuously improve their knowledge, skills, and abilities, to achieve current and future business objectives,
- ensure that each individual has a clear understanding of their role, responsibilities, what is expected of them, and receives constructive feedback,
- encourage flexibility, teamwork, and effective organization,
- encourage employees to embrace change and support them through the change process,
- develop clear relationships between performance and recognition,
- provide a safe working environment for all employees and encourage their well-being,
- and comply with relevant national regulations and legal requirements.