



ETHOS STATEMENT

Community Motors is open to and inclusive of people - customers, staff, trainees, neighbours, partners, etc. - of all faiths and none. However our work is motivated and inspired by the life, message and example of Christ and we expect this ethos to be reflected in all areas of the work we do. Accordingly, we require all our employees and volunteers to be in sympathy with and work according to the following ethos:

We will conduct all our business fairly and with integrity and honesty:

- For customers, this means that instead of cutting corners on service and prices, we will provide exactly what we promise and we will charge what is fair, providing good value for money. We will not offer internal bonuses or inducements to our staff based on the speed of their service or additional sales made to customers. We will not accept discounts or other inducements which might make us favour one supplier or product over another to the detriment of our customers.
- For employees, this means that we will pay fair wages, provide work conditions which are safe and healthy and provide suitable training and empower them to become more productive and fulfilled.
- For all those we deal with - customers, suppliers, employees, trainees, neighbours - we will be transparent in all our business dealings.
- From our overall profits, we will give to selected charities and will reinvest into the organisation, to improve it and to allow its training services to be accessed by those who could not otherwise afford it

We will treat all people - in particular employees and trainees - as befits God's creation; with care, respect and dignity. In particular this means that:

- We will believe the best in people, aiming for healthy and open relationships and living in the hope that lives can change and be transformed
- We will not discriminate based on religion, gender, sexuality, age, etc.
- We will aim at all times to work diligently as a team, understanding each other's strengths and weaknesses and offering help and advice to others freely.
- We will minimise the use of swearing and profanities and will not tolerate inappropriate (sexist, racist, abusive, etc) language

- We will conduct regular performance appraisals of staff at all levels, with the aim of allowing everyone to reach their full potential.
- We will limit the disparity of pay between the least and most highly paid employees and will pay at least a living wage to all permanently contracted employees.
- We will cooperate with local business, educational and residential communities in activities to improve these communities

We will aim to care for God's creation - the Earth. In particular this means that we will try to eliminate or reduce our environmental impact, by minimising waste, ensuring appropriate disposal and traceability of trade waste and making use of recycling facilities wherever possible.

We will aim to support spiritual growth in our staff and trainees. We will allow a short daily time for individual reflection, and access to spiritual guidance for those who want it. We (Elaine & Justin) commit to pray regularly for the business and all its people. We will protect a Sabbath (not necessarily, but normally a Sunday) for all our employees.