

**GEC-Marconi**

*Employee  
Charter*

**WHAT OUR PEOPLE CAN  
EXPECT OF  
GEC-MARCONI**

- To be led and managed professionally and competently
- To be treated equitably and with respect, courtesy and consideration
- To be provided with open channels of communication, listened to and informed
- To be motivated and challenged to contribute to the best of your individual capability
- To be set stretching, yet achievable objectives and be regularly appraised of your performance
- To be recognised and rewarded on the basis of your skill, performance and contribution
- To be given opportunities to develop to your full potential
- To be provided with the tools and training to do your current job efficiently and effectively
- To have a safe and pleasant working environment

**WHAT GEC-MARCONI  
EXPECTS OF  
OUR PEOPLE**

- To take personal responsibility for your work, performance and career
- To strive to continuously increase your level of performance
- To be flexible and adaptable, understanding who your customers are and always being responsive to their needs
- To be innovative, continuously seeking new and better ways of doing things
- To seek and to grasp opportunities to achieve and develop
- To work well with others, within and beyond your existing team
- To take responsibility for continually learning and re-learning so that skills are up-to-date
- To take pride in the Company and be committed to its aims

