

Our Management Charter

Every manager / supervisor with **Simmons Industrial Services Ltd (SIS)** has a commitment to provide both support and guidance to staff to help them to continuously improve their performance, to ensure their job satisfaction and thereby to contribute to the achievement of the Company's goals.

SIS employees can expect:

- Decisive, supportive and clear leadership
- Effective and appropriate communication about business aims and objectives
- Regular feedback on business and team performance
- Information on the role you play in supporting the business
- Personal guidance and support for the achievement of your objectives and learning needs
- Regular and appropriate feedback on your performance
- The resources and working environment you need to carry out your role effectively
- An effective and appropriate introduction to the business and clarification of your responsibilities
- Consultation and communication of changes in the working environment
- Respect for your ideas and opinions
- Recognition for your contribution to business success
- A culture in which colleagues are approachable and supportive

Ray Simmons

Gary Simmons

Directors