

Our Core Values:

Trust: Having trust in your colleagues is an important value as it helps people feel respected and esteemed in their workplace. Your employees may also trust you to look after their best interests and help them progress in their careers.

Innovation: This refers to constantly striving to create new and creative projects and products. Innovation ensures that a company can compete with a rapidly evolving market by offering unique and fresh services.

Transparent communication: Clear communication is critical to maintaining a functioning workplace. Having transparent communication as a core value ensures that mis-communication stays at a minimum and employees can feel more confident in their work and their ability to meet a manager's expectations.

Equal opportunities: Providing equal opportunities to all our employees ensures that there's no bias or discriminatory behaviour within our business. This is important for aligning with regulatory requirements like anti-workplace discrimination laws and also for making all employees feel valued.

Respect: Ensuring that respect is a core value is a good way of maximizing the positivity of employee interactions. Employers can action this value by making sure that colleagues respect their peers' opinions during meetings and a positive working environment is maintained by reducing workplace gossip or exclusionary behaviour.

Loyalty: Encouraging loyalty within a business is important for employee retention and to lead customers to feel invaluable. Companies can action and improve loyalty by directly catering to their customer needs and supporting their employees' job progression.

Honesty: Being honest in your workplace means that there may be zero tolerance for deceptive business interactions or dishonesty about the company's security. Companies can action this value by never knowingly misleading their employees and remaining transparent about any errors of judgment or mistakes on behalf of the leadership team.

Responsibility: A company culture where everyone takes responsibility for their work ensures that there's limited amounts of overworking or colleagues completing tasks for their peers. Responsibility also refers to companies taking ownership of mistakes and ensuring that they are not repeated.

Anti-Discrimination: Vendsmart is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.

Racism, racial discrimination and harassment, racial vilification, and racial hatred, are unacceptable at Vendsmart. Staff (including managers) found to have engaged in such conduct might be counseled, warned or disciplined.

We therefore have adopted and incorporated a zero-tolerance policy between clients and Vendsmart personnel as well. Immediate communication will cease altogether and Vendsmart will enforce the borders of anti-bullying and respect between client and Vendsmart staff.