

Our values and behaviours

Foundation

SMG Vision

To be a globally preferred solution provider



SMR Vision

To be the automotive market leader driving innovative technology for rear view vision systems, reflecting employee passion and excellence



SMR Behaviours



SMR Values



SMR Values

Would you take it?

We consistently do the correct and ethical thing even if no one else is around.

Integrity

Do you dare to discover a new way?

We believe there is always a better way, encourage change and seek the opportunity it brings.

Innovation

Can you go beyond your own limits?

We foster a diverse culture that promotes excellence and employees going beyond their call of duty.

Engaged employees

Could you get your people to the top?

We lead through our role modeling of the company behaviors and personal business competence.

Leadership

Have you made sure it's her favorite?

We are all responsible for and dedicated to satisfying our customers.

Quality Driven Customer Satisfaction

Are you paying attention to every detail?

We promote the efficient use of resources to benefit all people and our planet, through our products, services, operations, and community support.

Sustainability

SMR Behaviours

1

EFFECTIVE PROBLEM SOLVING & DECISION MAKING

MEANS AN EMPLOYEE

- analyzes and prioritizes situations to identify and solve problems with solutions that increase efficiency and improve quality.
- involves others as required and makes clear, timely decisions considering whole-of-company thinking.

2

RESPECT FOR OTHERS

MEANS AN EMPLOYEE

- shows respect and value for all individuals' diversity of background, experience, work styles and ideas.
- listens to others for understanding and always assuming a positive intent.

3

FOCUS ON CUSTOMER

MEANS AN EMPLOYEE

- creates value for customers (internal & external) by conducting oneself with the understanding that customers and quality are our lifeblood.
- takes ownership for avoiding and/or correcting failures.

4

CONSCIOUS OF COST

MEANS AN EMPLOYEE

- acts as a steward of the company's resources, seeking the correct balance of value for money against operational requirements in any resource we expend.
- always looks for cost saving ideas and ways to minimize waste.

5

RESULTS DRIVEN

MEANS AN EMPLOYEE

- brings enthusiasm and does not accept the status quo.
- does what is required to meet targets and deadlines while keeping commitments and pursues assignments through to completion.

6

ACT WITH SPEED & PROACTIVITY

MEANS AN EMPLOYEE

- responds more quickly than our competitors.
- anticipates issues, taking charge of situations rather than reacting.

7

DEMONSTRATE INTEGRITY & RELIABILITY

MEANS AN EMPLOYEE

- models a high standard of behavior including safety, trust, fairness, honoring commitments and confidentiality.
- conscientiously adheres to the rules, regulations and procedures governing our work.

8

RESPONSIBLE & ACCOUNTABLE

MEANS AN EMPLOYEE

- clearly defines expectations for oneself or others and commits to decisions once made.
- takes ownership for finding solutions, achieving results while involving others in decisions and plans as it affects them.

9

COMMUNICATE OPENLY & HONESTLY

MEANS AN EMPLOYEE

- demonstrates effective written and oral communication, conveys information clearly, knowledgeably and suited to the audience.
- provides timely and frank inputs and feedback even when bad news has to be conveyed.

10

COLLABORATE ACROSS THE COMPANY

MEANS AN EMPLOYEE

- builds productive working relationships across organizational boundaries, whether within or between group companies.
- participates in positive relations between team members, balancing team and individual goals.

11

ENGAGING & MOTIVATIONAL PEOPLE MANAGEMENT

MEANS AN EMPLOYEE

- manages employees in an inspirational and motivational way.
- develops staff to maximize output whilst recognizing performance and accomplishments.