

V *Values*

Our *Values* define the behaviors we use when dealing with our customers, employees, and other stakeholders.

Integrity

- ◆ Honest and ethical dealings
- ◆ Openness and trust
- ◆ Commitment to the safety and well-being of employees and the environment
- ◆ Fair, impartial, and consistent treatment
- ◆ Respect for individuals

Commitment to Continual Improvement

Timely and open communications
An environment that stimulates innovation, creativity, and learning
A culture that creates and embraces change
Decisions that ensure long-term success

Personal Ownership within a Team-Based Organization

- ◆ A focus on results that leads to a profitable business
- ◆ Encouragement of people to take initiative, challenge the status quo, and take responsibility for actions and results
- ◆ Active participation by all
- ◆ Utilization of each other's expertise

Investment in People

- ◆ Opportunity to achieve their potential
- ◆ Development of skills and talents
- ◆ Diversity accepted and valued
- ◆ Recognition for high performance