

CORE VALUES

CREATE VALUE Deliver the best value for our customers | Deliver innovative solutions that will optimize commercial value and operational performance | Encourage healthy internal competition | Never let internal conflict get in the way of doing what's right | Protect and enhance our brand | Create value that will benefit employees and our communities | Contribute every day

OWNERSHIP OF RESULTS Communicate expectations and results | Consistently review results | Recognize team and individual performance | Celebrate our successes | Be accountable and hold others accountable | Always be proud to sign your name to the product | Honor our commitments

PASSION FOR IMPROVEMENT Drive continuous improvement and innovation | Engage all ideas | Learn from our mistakes | Always challenge the status quo | Identify weaknesses and offer solutions | Set stretch goals

ENRICHMENT THROUGH COLLABORATION Listen to and learn from others | Share ideas and experiences with others | Capitalize on the depth and breadth of the organization and external entities | Always look for opportunities to learn and problem solve through collaboration | Actively seek and implement best practices | Recognize and reward performance

LEAD WITH HUMILITY Treat people with dignity and respect | Remember where you came from | Always be willing to be a student, not just a teacher | Encourage input and feedback | Constantly seek to know what you don't know | Practice self awareness | Don't let your ego get in the way – arrogance is unacceptable | Foster a culture of active listening | Value each other's time | Encourage constructive and respectful debate

