



Culture Statement

Culture is a set of shared attitudes, values, goals, and practices characterizing an organization. Our Culture Statement helps define who we are and who we want to be, how we treat each other, how we serve our Stakeholders, and how we run the business. Our Culture is so important only our Board of Directors can approve changes. In addition to our Vision and Operational Goals, we strive to have a Culture of:

1. Accountability
2. Agility and resilience
3. Attention to detail
4. Communication
5. Continuous improvement
6. Courage
7. Customer-focused excellence
8. Delivering value and results
9. Efficiency
10. Fairness
11. Ethics and transparency
12. Focus on success and innovation
13. Hands-on leadership
14. Honesty
15. Humility
16. Industry involvement
17. Integration
18. Integrity
19. Loyalty
20. Management by fact
21. Organizational learning
22. Positive attitude
23. Productivity
24. Quality
25. Respect for others
26. Societal contributions
27. Stewardship
28. Systems perspective
29. Teamwork
30. Valuing people
31. Visionary leadership

Approved by the Board of Directors
March 10, 2021