



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

Approved by the Board of Directors  
May 17, 2022