

CORE VALUES



SAFETY

We ensure the safety of our people and the environment.

We will...

- put safety first, always.
- watch after our coworkers and partners.
- return home safely.
- use stop work authority.

We will NOT...

- tolerate unsafe acts.
- put profits before safety.
- look the other way.

NOBODY GETS HURT TODAY!



INTEGRITY

We act with honesty and integrity.

We will...

- be honest and transparent.
- lead by example.
- maintain core values under pressure.
- keep confidences and create trust.

We will NOT...

- compromise our core values.
- break our commitments.
- sit idly when something is wrong.

DO THE RIGHT THING, ALWAYS!



RESPECT

We treat each other with respect and dignity.

We will...

- treat others as we want to be treated.
- actively listen and encourage participation.
- value others' differences and opinions.
- foster a diverse and inclusive environment.

We will NOT...

- belittle others' ideas or perspectives.
- bully or harass others.
- undermine fellow employees.

EVERYONE BELONGS!



COMMUNITY

We operate in our communities as good neighbors.

We will...

- be good stewards of natural resources.
- be trusted neighbors and citizens.
- respect local cultures and traditions.
- provide support in times of need.

We will NOT...

- create a hazardous environment.
- take shortcuts.
- damage our reputation.

BETTER TOGETHER!

