



## HIGHEST INTEGRITY

*Exhibiting the highest ethical standards.*

- ◆ Build trust through respect, kindness and dignity.
- ◆ Hold each other accountable for commitments, actions and consequences.

## ENGAGED LEADERSHIP

*Leading, serving and inspiring others.*

- ◆ Empower others with authority and confidence to perform to their highest potential.
- ◆ Encourage teamwork and comradery through strong relationships.

## BUSINESS EXCELLENCE

*Achieving operational excellence.*

- ◆ Seek and develop innovative solutions to increase efficiency and effectiveness.
- ◆ Identify and execute projects that maximize enterprise value.

## EFFECTIVE COMMUNICATION

*Exchanging information in a purposeful and productive way.*

- ◆ Engage in open, honest and transparent information sharing.
- ◆ Collaborate on ideas throughout all levels of the organization.

## MEANINGFUL STEWARDSHIP

*Preserving our environment and enriching our communities.*

- ◆ Manage air, water, land and wildlife in a responsible and sustainable manner.
- ◆ Invest time and resources in the betterment of our communities.

## SAFETY ALWAYS

*Protecting people, property and communities.*

- ◆ Uphold a living culture of safety through empowerment and active engagement.
- ◆ Accept responsibility and accountability for the well-being of all.