

# COMPANY CULTURE

## CULTURE

### OUR CULTURE IS EVERYTHING

We hire and promote for cultural fit and train for skill.

We make decisions through the lens of our core values.

We question actions of others that are inconsistent with our values.

## FAMILY

### WE ARE FAMILY

We treat coworkers, customers and vendors as family.

We genuinely care about each other and treat everyone with trust, kindness and respect.

We get great joy out of watching our teammates, customers and vendors be successful.

Family comes first whenever possible.

## SAFETY

### PASSIONATE ABOUT SAFETY

We believe that there is nothing that we do that is worth anyone getting injured for.

We never sacrifice safety for speed.

We believe that safety is not just a rule but an attitude.

We all take ownership in everyone's safety regardless of role and position.

## HAVE FUN

### WE MAKE WORK FUN

We make work Fun.

We enjoy what we do and who we work with.

We laugh and celebrate often. We don't take ourselves too seriously.

We are passionate team players.

We are a purpose driven company. We are not limited by rules and have fun in the process.

## LEADERS

### WE ARE ALL LEADERS

We put others first and lead by example.

We empower everyone to make decisions and do the right thing as if it was their own company.

We lead by inspiring others and managing to their unique talents. Every voice is important. We embrace healthy conflict and encourage challenging the status quo.

## GOALS

### SETTING GOALS MATTERS

We set and achieve goals because we are accountable to our teammates.

We love to win but not at the expense of our team, customers or vendors.

We are scrappy and resourceful to achieve our goals.

We are curious, learning, improving and stretching to be the best at what we do.