



CORE VALUES

Shareholder Value

We will maximize shareholder value by working to ensure sustainable, predictable earnings growth.

Market Focus

Our business strategy will be driven by an understanding of the needs of our present and future customers and a commitment to deliver services of superior value.

People Focus

Our future is our people. We will provide opportunities for achievement, responsibility, growth, and advancement and are committed to rewarding performance.

Innovation

We will encourage, nurture, discover and apply new ideas, products, services and skills to meet the needs of our customers and generate sustainable growth and shareholder value.

Integrity

We are committed to openness, honesty and consistency in all our actions and relationships, both internally and externally, and to the creation of an environment which fosters respect and trust.

Organizational Excellence

We will create and maintain a flexible organization that fosters teamwork and consistently commits its best resources to assure the success of the organization as a whole.

Corporate Responsibility

We will ensure safe and environmentally responsible operations in accordance with the principles of Responsible Care.