

# Guiding Principles

*These Principles are the framework of how we translate our beliefs into a personal work ethic and then extend it to our team.*

## **General Principles**

- ▶ *The quality of an individual and the company is reflected by the standards they set for themselves*
- ▶ *We take the best from our past and make continuous improvements for today and the future*
- ▶ *Our vision – it's how we are encouraged to imagine, solve, build and lead*
- ▶ *Be honest, consistent, trustworthy, respectful and ethical in your actions. Make promises you can keep*
- ▶ *Our decisions are based on integrity, common sense, and fairness for all involved*
- ▶ *Strive for excellence, be the best you can be at what you are doing every day*
- ▶ *Accept responsibility and be accountable for your performance and behaviour*
- ▶ *Make the work place a rewarding experience for you and those around you*

## **Health, Safety and the Environment**

- ▶ *Our commitment is to achieve zero harm*

## **Our Employees**

- ▶ *Engage, empower and mentor our employees*
- ▶ *Invest in the growth and development of our people*
- ▶ *Open communication throughout the organization*
- ▶ *Recognize and utilize the diversity of our workforce*
- ▶ *Committed to the need for family and work life balance*

## **Our Clients**

- ▶ *Provide service without compromising our principles*
- ▶ *Dedicated to safe, professional, quality results*
- ▶ *Communicate respectfully with our clients; understand their needs and develop programs that generate mutual growth and repeat business*
- ▶ *Deliver innovative, cost effective solutions*
- ▶ *Exceed our client's expectations for safety, value and service*

## **Performance**

- ▶ *Focus on all details and aim for excellence*
- ▶ *Work hard, celebrate our successes and learn from our experiences*