

## HR Policy

In support of our company's principles, values, vision and mission, it is the mission of human resources to support the total operation in meeting its goals through its most valuable resource—**its PEOPLE.**

It is our mission to:

**Develop** an attitude of teamwork and quality in our day-to-day operations.

**Create** an atmosphere that fosters challenges, fun, safety and cleanliness.

**Seize** opportunities that demonstrate excellent execution, a caring attitude and a sense of urgency.

**Reduce** waste by vigorously pursuing continuous improvement activities.

**Commit** to doing and to acting openly, equitably and consistently in our pursuit of uncompromising quality.

**Increase** participation in company and community activities while seeking knowledge, enthusiasm and an improved quality of life for ourselves, our co-workers and the community.

**Respect** team member values that may be different from our own.

**Accept** responsibility for promoting ethical and legal conduct in personal and business practices.

**Communicate** in a candid and fair manner with the diverse workforce from whom our company derives its strength.