

Our Core Values & Shared Responsibilities

WHO WE ARE – OUR CORE VALUES

ACCOUNTABILITY

We take ownership of our actions, performance and results. We commit to achieving our goals and continuously improving.

Behaviors:

- Own outcomes and follow through on commitments - never accepting anything less than our very best efforts.
- Take initiative and act with an ownership mindset.
- Learn from successes and setbacks to improve performance.

CUSTOMER COMMITMENT

We create exceptional customer experiences by delivering quality products, consistently dependable service, expertise and solutions that build lasting relationships.

Behaviors:

- Understand and anticipate customer needs to exceed their expectations.
- Run toward problems, responding and adapting with agility.
- Build long-term partnerships based on trust and value.
- Create customized metal solutions for our customers, turning customer needs into quality products.

INTEGRITY

We act honestly and ethically in everything we do, earning trust through our words, decisions and actions.

Behaviors:

- Do what is right, even when it is difficult and when no one is looking.
- Keep commitments and act with transparency. Do what we say we will do.
- Treat others fairly and respectfully, with honor and dignity.

SAFETY

We are committed to a culture where safety comes first – always – and everyone shares responsibility for protecting themselves and others.

Behaviors:

- Empower all team members to prioritize safety in every decision and action.
- Identify, address and communicate safety, health and environmental risks proactively.
- Maintain a safe workplace through training, continuous education and accountability.

TEAMWORK

We achieve more together by collaborating, sharing knowledge, treating everyone with respect and supporting one another to serve our customers and drive success.

Behaviors:

- Collaborate across teams, functions and locations – prioritizing the collective success of the team.
- Communicate openly and value diverse perspectives.
- Support one another's growth and celebrate success.

HOW WE SUSTAIN SUCCESS – OUR SHARED RESPONSIBILITIES

CORPORATE CITIZENSHIP

We make a positive impact on our communities, our environment and one another through responsible business practices, volunteerism, a commitment to doing what is right, and supporting the communities in which our teams live and work.

Behaviors:

- Engagement in programs that positively impact our local communities.
- Act responsibly and ethically in our business practices.
- Contribute to a culture of inclusion, respect and service.

EMPLOYEE DEVELOPMENT

We invest in the growth, well-being and success of our people by creating opportunities to learn, lead and build meaningful careers.

Behaviors:

- Embrace new technologies and proactively implement best practices.
- Share knowledge, coach others and support growth.
- Take ownership of personal and professional growth by pursuing learning and development opportunities – and actively applying what we learn.

FINANCIAL STRENGTH

We create long-term value by making responsible decisions, managing resources wisely and delivering sustainable results for our customers, team members and shareholders.

Behaviors:

- Make decisions that contribute to the company's long-term success by safely and cost-effectively producing quality products that keep customers coming back.
- Use company resources responsibly and efficiently by identifying and eliminating errors and waste in our processes.
- Focus on continuous improvement and operational excellence.