

DECLARATION OF PRINCIPLES

Company Characteristics

FAST

What: Anticipation of and rapid response to customer needs, changing market conditions and opportunities for internal improvement.

Why: To create value, to develop and deliver new products before our competitors and to increase the effectiveness of our operations.

EFFICIENT

What: Delivering the best value to our customers in a highly responsive manner with the least expenditure of resources.

Why: Critical for success in a competitive business; necessary to support growth and to provide adequate return to shareholders.

INNOVATIVE

What: Improvement of products, processes and facilities and development of creative and effective ideas that meet the needs of our present and future customers.

Why: To obtain advantage in the competitive marketplace, create value for our customers and provide opportunities for growth.

TRUST

What: The confidence to delegate to employees the responsibility and authority to do their jobs.

Why: Supports individual responsibility and decision-making which fosters the capability to act quickly and independently.

CITIZENSHIP

What: Responsible, ethical and honest participation in the community.

Why: To carry out our legal and ethical obligations, and to support the dignity of each employee.

REWARD

What: Recognition and compensation commensurate with individual performance and contribution to total team achievement.

Why: To encourage innovation, individual risk-taking and cooperation.

Individual Characteristics

OWNERSHIP

What: The acceptance of individual responsibility for the corporate mission and the individual roles in that mission. The trust to delegate to others the freedom to act while at the same time maintaining the self-confidence to involve higher levels in issues critical to the business.

Why: Promotes individual responsibility and decision making. Improves Communication and increases responsiveness.

LEADERSHIP

What: Enthusiasm for and commitment to our mission and shared visions. Identifying and setting new directions. Teaching, liberating and growing others. Everyone can lead by providing a role model of exemplary individual performance.

Why: To bring timely change, rally teams of individuals toward achieving common results and allow others to know at all times where they, their efforts, and their business stand.

ETHICAL

What: Honesty in dealing with others and ourselves; individual principles that respect the views of others and fully carry out the spirit of the law.

Why: To maintain trust, individual self-esteem, and respect, and to sustain individual and corporate integrity.

INDIVIDUAL DIGNITY

What: Respecting the efforts of each person and recognizing that each individual makes a valuable contribution to the success of the company.

Why: To achieve teamwork through consistent reciprocal behavior, trust, mutual understanding and the shared belief that every individual will be treated fairly.

COMMITMENT

What: Steadfast pursuit of goals to successful conclusion.

Why: To overcome obstacles and problems which arise in pursuit of the mission.

FRIENDLY

What: Concern, compassion and respect for people inside and outside the Company. Pleasant attitude and good humor in the conduct of our business.

Why: Fosters a team environment, communication and mutual respect along with good feelings for ourselves and our customers.