



A Guide to Core Values



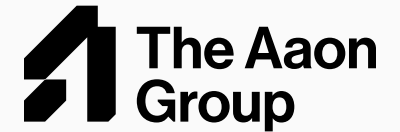
**People &
Collaboration**

**Partnership
that Delivers**

**Shaping
Tomorrow**



Core Values



Our Noble Cause

We exist to create opportunities. Opportunities for our teams, customers, partners, and communities through transformative ideas that keep systems running and people thriving.

People & Collaboration

Champion Safety — We safeguard what matters: people and ideas. We build environments where physical and psychological safety are non-negotiable.

Create Belonging — Every voice counts. Every person belongs. We honor differences, earn trust, and build teams where people feel seen, heard and valued.

Grow Forward — Together we win, together we learn. We share knowledge, communicate clearly, and lift others as we climb.

Partnership that Delivers

Be Customer-Centric — Customer impact drives every decision we make. Every action and every experience is crafted to delight and empower our customers, inside and out.

Pursue Excellence — “Good enough” isn’t how we’re built. We chase perfection every day, knowing the pursuit is what makes us exceptional.

Own Outcomes — Results have owners. So do misses. We keep our word, take responsibility, celebrate wins, and learn fast when we miss.

Shaping Tomorrow

Scale with Intention — Grow fast. Grow smart. We scale responsibly and sustainably while maintaining the edge that got us here.

Ignite Innovation — Think bold. Build fast. Break barriers. We turn obstacles into breakthroughs and ideas into impact.

Lead with Agility — Move fast. Learn faster. We embrace change, experiment constantly, and use momentum to win.

Champion Safety

We protect people, environments, and communities—always.

Prioritizes safety above all, over speed, cost, and convenience

Speaks up and stops work when unsafe conditions exist that puts others at risk

Models safety by following safety protocols and encouraging others to do the same

Creates environments where others can speak up and voice concerns

Encourages others to share ideas and values constructive feedback and differing viewpoints

Create Belonging

We create environments where every person is valued.

Demonstrates respect and inclusion in every interaction with team members

Champions different perspectives and actively seeks out ways to challenge the status quo

Fosters an open, candid culture where people feel safe to speak up and share ideas

Honors the hustle and turns team wins into moments worth celebrating

Tears down roadblocks and clears the path for teams to build thriving trust and collaboration

Grow Forward

We continuously learn and develop.

Actively seeks feedback and puts it into practice—always hungry to grow and get better

Invests in personal and professional growth, seeking out new challenges and opportunities to level up

Passionately shares expertise and steps up as a mentor, encouraging others to excel and fostering a culture of learning

Proactively evolves skills to stay ahead of the curve—anticipating future needs and embracing change with enthusiasm

Champions continuous improvement, pushing boundaries and never settling for “good enough”

Be Customer-centric

We put customers at the center of every decision.

Anticipates customer needs and tackle them head-on

Puts customer needs first, even when it's inconvenient or unpopular

Makes bold decisions that drive lasting value for customers

Delivers on promises made to customers, no excuses, just results

Turns customer feedback into game-changing improvements

Pursue Excellence

We set the standard and then push past it every time.

Delivers top-notch work, always aiming to exceed expectations—even under pressure

Pays meticulous attention to detail, ensuring every commitment is met and nothing falls through the cracks

Sets ambitious goals and pushes past comfort zones to achieve standout results

Seeks best practices and drives improvement, never settling for the status quo

Raises the bar continuously, inspiring a culture of resilience and relentless achievement

Own Outcomes

We step up, take charge, and make results happen.

Owens outcomes, not just tasks—drives projects to completion and ensures nothing is left unresolved

Follows through on every commitment with unwavering reliability and consistency

Tackles obstacles head-on and early—identifies challenges before they escalate and handles them directly

Turns setbacks into learning and adapts fast—views every mistake as a springboard for growth and swiftly pivots to stay on course

Sets clear expectations and holds self and others to high standards

Scale with Intention

We grow intentionally and responsibly.

Aligns actions with strategic priorities – focuses efforts on what matters most

Builds sustainable, repeatable processes – creates strong systems that empower teams and drive lasting success

Uses data for growth and transforms insights into decisive action and new opportunities

Balances short and long-term impact, ensures every step delivers value now and into the future

Merges innovation with operational excellence – combines big ideas with flawless execution

Ignite Innovation

We spark bold ideas and turn them into real-world momentum.

Disrupts the status quo by questioning norms and challenging outdated processes

Pioneers untested methods, new approaches, and technologies with persistent curiosity

Tests bold ideas and purposefully provokes diverse voices to ignite debate towards the best outcome

Turns setbacks into powerful lessons, rapidly adapting and using failures as launchpads for new insights

Attacks complex problems head-on with critical thinking and unrestrained creativity, thriving in uncertainty

Lead with Agility

We adapt quickly and lead through change.

Quickly adapts to shifting priorities, pivoting strategies so the organization stays agile and responsive

Embraces change, guiding others confidently through uncertainty and providing clear direction

Removes obstacles, embraces feedback loops and honors prior work to maintain momentum and keep the team moving forward

Accelerates progress by driving initiatives and making thoughtful, well-judged decisions

Rallies the team, inspiring excitement and empowering bold ideas