Peckham By Your SIDE

SAFETY PROTECT FAMILY & FRIENDS

Communicate

- Actively listen, connect often, and embrace feedback.
- •Engage and inspire action- reinforce our values and why they matter.

Transparency and Learning

- Admit mistakes and learn from them.
- •Stay fact based and rational in times of uncertainty and crisis.

Honesty and Truth

•Always act with honesty and tell the truth.

Ownership

and Caring

Act when we see

something wrong.

•Behave like you own it.

 Provide full disclosurestate the good and the bad.

Obligated

- •Utilize the appropriate tools, protocols and procedures to be effective.
- •Take personal responsibility- lead by example.

Focused

- •Make our values an everyday mindset.
- •Be intentional in your actions.

Loyalty

- •Treat fellow members with respect.
- •Convey in actions and words, a sense of ownership and passion for the company.

Safety Always Wins

- Promote an environment free from any type of harm or harassment.
- Have a zero-incident attitude.

INTEGRITY

Determined

- •Show determination and drive in getting the job done with high quality outcomes.
- •Work with intensity- always going the extra mile.

Mastery

- •Continuously seek to improve- be the best we can be.
- •Educate and provide challenging, developmental opportunities- enable others to be all they can be.

DEDICATION COMMITTED TO SERVE

Measurement

- Develop standard operating procedures to enable performanceand growth.
- •Utilize agreed upon metrics to drive continuous improvement and performance.

Compulsive Tinkering

- •Continuously seek to improve our value proposition.
- Effectively debate and align around a decision- best ideas win.

Humility

- Put others first.
- •Collaborate- working together to solve challenges as one team.

Respect and Engage

- •Treat all members of the team equally by nurturing an environment that is diverse, inclusive, and fair.
- •Show genuine concern for people and their wellbeing.

Innovation

- •Remain open to new ways of doing things- actively experiment, leverage technology and engage new ideas
- •Empower people to effectively execute and challenge the status quo.

EFFICIENCY

RESULTS MATTER

Work Life Rhythm

- •Seek opportunities to recognize, reward and celebrate.
- •Create value through member engagement, sustainability and stakeholder partnerships.