

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.

INTEGRITY

OUR WORD IS OUR BOND

Determined

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

Measurement

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

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.

Honesty and Truth

- Always act with honesty and tell the truth.
- Provide full disclosure- state the good and the bad.

Loyalty

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

Ownership and Caring

- Behave like you own it.
- Act when we see something wrong.

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.

Safety Always Wins

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

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

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.

EFFICIENCY

RESULTS MATTER

Work Life Rhythm

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