

# IT ALL STARTS WITH CULTURE

## INNOVATIVE & CREATIVE

Using new ideas, technology and ways of thinking, I leverage out of the box thinking to develop value-add solutions and strategies.

- Utilize technology
- Build on the ideas of others
- Know when to ask for help
- Open to new ideas & ways of doing things
- Creative problem solver; consider multiple solutions & approaches

## TAKE CALCULATED RISKS

I consistently test my ideas and assumptions with others to identify gaps and strengthen outcomes, ensuring informed decisions.

- Understand that failures are learning opportunities
- Plan effectively & know when to move to action
- Thoroughly test ideas & concepts with non-supporters
- Proactively & deliberately look for the gaps

## ONE PAREX MINDSET

I consider the impacts and benefits for the company before those of my team, function or country.

- Think & act with a "safety first" mindset
- Promote cross-functional & international relationships
- Think of the big picture
- Actively collaborate

## VALUE DIVERSITY & INCLUSION

I seek out different perspectives, ideas, experiences and ways of thinking. I understand that diversity of thought drives improved decision making and results.

- Include multiple perspectives to build better ideas & decisions
- Value ideas & seek input that is different than my own
- Know when to leverage outside expertise

## ADAPTABLE & RESILIENT

I am solutions oriented and able to adapt my approach to overcome obstacles and achieve superior results.

- Think of problems as puzzles to solve
- Stay engaged when things get tough
- Can adjust my approach/plan when priorities change
- Overcome obstacles to make progress

## TRUSTED COMMUNICATOR

I listen and provide focused feedback to ensure safety and enhance performance.

- Continuously give & receive feedback
- Expect & deliver healthy challenge from my teammates
- State the point & actively listen
- Tell the truth even when it's tough

## ACCOUNTABLE

I am responsible for and own all my decisions.

- Own my decisions – good & bad
- Empower people
- Maintain an environment of trust
- Never blame – seek understanding

## GROW RELATIONSHIPS & BUILD COMMUNITY

My decisions and actions are driven by identifying mutually beneficial opportunities for the business and community that maximize value and minimize impacts.

- Build relationships with individuals, teams & stakeholders
- Humble & behave as a guest
- Care about people
- Leave things better than I found them

## PROACTIVE

I think about the future and the possible long-term outcomes from my decisions to plan effectively.

- Plan ahead & follow through
- Focus on successful outcomes
- Incorporate learnings into future decisions
- Anticipate the unexpected