



*The Industrial Waste Professionals™*

## FOUNDATION VALUES

1. We Always Trust Ourselves and Our Co-Workers to Do The Right Thing.
2. We Always Treat Each Other Professionally and Respectfully, Regardless of the Circumstances.
3. We Always Show Up on Time, Do What We Say and Finish What We Start. We Will Sacrifice as Necessary To Ensure That This Happens.
4. We Always Work Safely and Demand Safe Work From Our Co-Workers in All Situations.
5. We Make Every Client Interaction Professional, Positive, Memorable And Special.
6. We Always Accept Challenges as Opportunities to Learn and Grow. What We Do Not Know Today, We Can Learn Tomorrow.
7. We Always Consider Our Work and Our Tools to be Reflections of Ourselves and We Accept the Appropriate Personal Accountability for Each.
8. We Always do the Best We Are Capable of Doing and Our Capabilities Are Always Expanding.
9. We Always Invite and Encourage Discussion That is Solution Oriented.
10. "We" is Always More Important Than "I". I Can Not Succeed Until We Succeed.

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*Employee Signature*

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*Date*