



# HENWIL CUSTOM CHEMICALS

## How we make a difference

**INTEGRITY** – An unwavering commitment to do the right thing in every action we take and in every decision we make. Make decisions that build strong, trusting relationships. Integrity is not about conveniences.

**RESPECT** – We value a family atmosphere that cares about employees along with relationships with customers and suppliers. Interact with people in a way that honors their self-worth and respect their value as a unique individual. Treat every guest and team member with consideration and appreciation.

**TEAMWORK** – Have each other's back and support each other's success. Look for the best in each other and provide rigorous support, including honest and direct feedback. Be willing to step into another's role or help a co-worker or customer when that is what's required for success. Consider how your actions impact others around you. There is no such thing as one person or one department succeeding and another falling short. WE WIN OR LOSE AS A TEAM.

**INNOVATION** – Constantly re-evaluate every aspect of your job and how we work as a team to find ways to improve. "Because we've always done it that way" is not a reason. Be curious and innovative, ask questions. Take ownership for finding a better way.

**QUALITY** – Take pride in the quality of everything you do. Always ask yourself, "Is this my best work?" Everything you touch has both your signature and that of our company. BE WILLING TO SIGN YOUR NAME.

**SAFETY** – Know and practice the safety procedures for your job. Watch out for the safety of your teammates, visitors, and our customers. Never take short cuts and compromise your safety or that of your teammates or customers.

**PASSION** – The desire to find solutions for our customers, moves us beyond our limitations and puts perfection in our results.