

## CORE VALUES

**C**ustomers, Colleagues, and Community are our Partners. We succeed when you succeed.

- Relationships are a privilege and must be earned.
- Value and develop our employees' diverse talents, initiative, and leadership.
- Value everyone and treat people with dignity and professionalism.
- Respect our social and physical environment around the world.

**A**ccept nothing less than executing excellence. Never compromise standards. No shortcuts.

- "Good enough" is not acceptable. Quality is a must.
- Accepting anything less than your best is accepting that somebody out there is out-working and out-performing you.
- Challenge the status quo with innovative solutions. Not bound by convention.
- Standards are the framework of our identity.

**R**espect others with courtesy, politeness, and kindness. Follow "The Golden Rule."

- Fosters cooperation and makes it easier for us to achieve our common goals.
- Means being open, honest, and acting with integrity.
- Requires we think about how our actions will affect our surroundings.
- We talk to each other, not about each other.

**E**arn trust with authenticity, logic, and empathy. Trust is the basis for everything we do.

- Takes time and hard work. A daily commitment.
- Be reliable, consistent, and follow through on promises.
- Take responsibility, be accountable, and do what you say you are going to do.
- Much easier to lose than to earn.



### MISSION

An agile team of trusted advisors who provide fastening solutions to Industry Partners with quality products and services.



### VISION

Striving every day to be the Premier Partner of fastening technology while increasing profitability and market share.