



Flintco Ethos

I will **honor and respect** the Flintco heritage. I will not let my past successes lead me to believe what we did yesterday is good enough for tomorrow. Complacency is not part of our culture.

I am **committed to the success** of my company, my teammates and myself. I am humble.

I am **results driven** and believe if we are not winning, we are losing. I will undertake all of my responsibilities with the utmost honesty and integrity. I will approach every task with passion, responsibility, creativity and innovation. I will succeed.

I believe that **mediocrity is unacceptable** and my training is never done – there is no finish line. I encourage a flexible approach to accomplishing milestones but I am inflexible in my execution.
Safety and quality are paramount.

I will **positively contribute** to our culture and community. I expect leadership at every level. I am in control of my environment because I own my actions. I am accountable.

I believe **it is a privilege** to be a member of the Flintco community. This honor must be earned every day.

I AM FLINTCO.