

# The Re:Build Way

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We care about our team members and put their safety before anything else.

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Machiavelli was wrong! Winning at all costs is not winning at all. At Re:Build we want to be as proud of the path taken as the result achieved.

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We recognize diversity as a source of value. We welcome and respect people from all walks of life. We encourage constructive dissent.

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We protect the environment and devote significant resources to science-based sustainability programs.

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We listen carefully and non-defensively to one another, customers, suppliers, and community members.

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We are honest in all our dealings and seek mutually beneficial arrangements. We do not partake in zero-sum behaviors.

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We are open in our communications, accountable for our actions, reject corrupt behaviors, and expect the same of other stakeholders.

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We buy businesses to build them over the long-term. We do not buy businesses with a plan to sell them.

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We seek to improve the communities where Re:Build operates with a focus on apprentice programs and STEM education.

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We use rigorous systems to ensure we hire and onboard team members who will be successful team members long term.

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We provide long-term, meaningful opportunities for our team members to maximize both their contribution to Re:Build and their earning potential.

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We provide forums for team members to share their knowledge and experience and refine their mental models. Re:Build is a learning organization.

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We celebrate individual achievements but reserve the greatest accolades for team performance. The best ideas and solutions are rarely the product of a person working in isolation.

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We focus on and measure inputs we control and expect excellent performance on input metrics to create long-term value.

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We utilize Lean and continuous improvement as we strive for zero defects, lower cycle times, and minimal waste. We design quality into our products and systems.

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We implement systems to ensure improvements last and identify and reward champions who propagate them across the company.