



## PRONGHORN CORE VALUES

It is our belief that no company can be successful, nor can its employees reach their full potential, unless these core values are ingrained in all aspects of our corporate culture. Pronghorn Controls is an exciting company of which to be a part; and a very special place to work. By maintaining these core values, regardless of how large a company, we can preserve what has always been special about our company.

### These values are:

**Safety** - is the cornerstone and key consideration for all work policies.

- We are committed to health, safety and protection of the environment.
- We will always operate in compliance with health and safety laws and regulations.
- We recognize that to be the preferred service provider we must be the safest service provider.

**Integrity** - is the foundation of our individual and corporate behavior.

- We will always operate in compliance with legislation and corporate policies.
- We are honest, trustworthy, respectful and ethical in our actions to all.
- We honour our commitment to others and we are accountable for our actions.
- We recognize our responsibility to be active participants in our local communities.

**Teamwork** - teamwork leverages our individual strengths to reach our corporate goals

- We are committed to creating a positive environment where our people are empowered to make decisions and develop strategies that contribute to achieving the mission of the company.
- Respect and consideration for the customer, suppliers, and fellow employees are a part of our culture and will not be compromised.
- We strengthen internal business relationships through open and constructive communication.

**Performance** - superior execution will drive the results that will differentiate Pronghorn from our competitors.

- We are committed to utilize resources wisely and efficiently to maximize profitability.
- We are committed to continuously improving our performance.
- We approach our work with a sense of urgency, with quick and decisive action to make the most of our opportunities.
- We strive to achieve excellence through innovation and continuous improvement.
- We are committed to providing quality service above industry standard.

**Learning** - creating a learning environment is a way to achieve the full potential of each individual and the company.

- We will enhance our operations as a learning organization by seeking continuous feedback and insight from customers, suppliers and employees.
- We facilitate and acknowledge personal and professional growth.
- We develop or acquire appropriate knowledge as needed to achieve the best solutions for our employees, clients and stakeholders.
- We learn from our successes and failures.

  
Yves Tremblay  
President & CEO