

1. Do the right thing, always.
  2. Step up.
  3. Be proud of your work.
4. Make the customer your primary agenda.
  5. Be vigilant about safety.
  6. Collaborate.
7. Check the ego at the door.
  8. Think team first.
  9. Honor commitments.
  10. Listen generously.
  11. Speak straight.
  12. Deliver results.
13. Get clear on expectations.
  14. Be proactive.
15. Practice blameless problem solving.
  16. Continuously seek improvement.
  17. Get the facts.
18. Challenge each other to be great.
  19. Take intelligent risks.
  20. Invest in relationships.
  21. Celebrate success.
  22. Work on yourself.
  23. Focus on solutions.
  24. Practice transparency.
  25. Keep things fun.

# We Call It The **Ep Way**

At EP, our mission is to provide our customers with the highest quality industrial minerals and deliver them with amazing customer service and technical expertise. We partner with our customers to find solutions and solve problems and have a true passion for their success. Our ability to deliver on this mission is embedded in our unique culture, best described by the 25 Fundamentals.

**Ep Minerals**<sup>®</sup>