

# Welding Alloys Group Policy

## WA Commitment, Values and Principles



### WA Commitment

The continual growth of the Welding Alloys Group is attributed to our products, our customer relationships and our people.

In order to be successful we are focused on employing motivated, talented, competent and informed people who can initiate and manage a constantly changing and challenging environment that exists in our rapidly growing company.

We see our people as part of our competitive advantage and we believe that our shared and “lived” values are essential to continued growth.

### Core Values:

- Innovation  
We use our technical strengths to design and manufacture innovative products and solutions that provide 100% customer satisfaction.
- Quality and Service Excellence  
We focus on delivering superior quality, industry-leading service and technical support.
- Customer Focus  
We put our customers first, actively listen to their needs and partner with them in the pursuit of excellence.
- Ethics  
We operate in an open, safe and enjoyable environment in which trust, honesty and integrity prevail, and high professional and ethical standards are observed.
- Growth  
By doing all of the above, we will grow profitably, as a company, as a team, and as individuals.

### Business Principles

- The Group should act responsibly in order to protect the health, safety and welfare of their employees.
- The development of all employees and the promotion of leadership and of employee commitment to the Group should be encouraged.
- The Group shall maintain a strong commitment to the reduction of waste and energy usage, and promote a sustainable physical environment.
- The Group should maintain a value added culture by keeping a close relationship with customers and finding cost effective solutions to their needs.
- The Group should have a strong and effective management team with a competitive spirit in the market place.
- The Group and all employees should demonstrate a continued ability to adapt to technological changes and market forces as required.
- There should be a culture whereby new ideas are encouraged to come forward and are recognised.
- Group should demonstrate a good neighbourly relationship within its local communities.

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