

## Our Building Blocks

In late 2010, Rain CII confirmed six standards around which our company-wide communications and initiatives are now based. Our six Building Blocks for Success represent the key beliefs and behaviors we are committed to as a company. We hold ourselves accountable for these standards because they articulate our priorities and set the course for our future as people and a company.

Together with our Values – by which we evaluate our individual performance – our six Building Blocks will help us achieve our Vision.

Our Building Blocks are grouped according to their individual focus:

### For our employees:

**Safety** – Protecting our employees, contractors, visitors and the public from injury and illness by making safe behavior a way of life through ongoing education, awareness and enforcement of our safety policies and procedures.

**Employee Wellbeing** – Providing comprehensive wellness programs and a supportive work environment to help our employees and their families improve their overall quality of life.

### For our customers:

**Reliability** – Managing supplier relationships, plant operations, and support functions across the company to consistently meet our customers' expectations for product quality and timeliness.

**Efficiency** – Making optimum use of all of our resources including physical facilities, processes, and employee skills and knowledge to continually improve performance.

### For our world:

**Environmental Responsibility** – Recognizing and minimizing our ecological impact on the earth and our communities.

**Community Involvement** – Supporting educational, social and charitable causes in the communities in which we live and work, both as a company and as individuals.

Our Building Blocks serve Rain CII, our customers and suppliers, and those around us in important ways. Among those, the Building Blocks are:

- The goals we are committed to as an organization that help us grow as an industry leader.



- A memorable way to ensure we are truly working together as a team, all across our business and in our communities.
- A reminder of how each Rain CII employee brings value to each other, our suppliers, our customers, the environment, and the communities in which we live and work.

Our Building Blocks are the hallmarks of our culture, and they bind us together as an organization.

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