

## Our Values



### Trust

- We hold ourselves to the highest standards of personal and business integrity.
- Our word is stronger than any contract.
- We put people and our planet alongside profits.



### Be Bold

- We have bold ambitions. We set the bar high. We outperform expectations.
- We adapt. We are agile and resilient.
- We continuously innovate. We champion new ideas. We take risks.



### Create Delight

- We place our consumers at the heart of all we do.
- We obsess over current and future needs of our consumers. And then deliver.
- We offer consumers amazing quality products at great value.



### Own It

- We are 100/0. Take 100% accountability with 0 excuses.
- We speak our mind. We challenge the status quo.
- We focus on the details, but never forget the bigger picture.



### Be Humble

- We own up to and learn from our mistakes.
- We ask for feedback. And then grow with it.
- We give credit wherever due.



### Show Respect

- We treat people like we would want to be treated.
- We embrace and celebrate diversity.
- We foster collaboration.