



Our Purpose: To enhance the integrity of the building envelope with innovative services, solutions and products.

Our Values: We value customer focus, honesty and accountability, safety, employee enrichment, continuous improvement, family and financial stability.

- ❑ By **Customer Focus** we mean that we strive to meet or exceed the customer's requirements on a timely basis.
- ❑ By **Honesty** we mean that we treat all of our external and internal relationships with integrity. We always strive to do the right thing. By **Accountability** we mean that we hold ourselves individually and collectively responsible to do what we have said we will do.
- ❑ By **Safety** we mean we are consciously careful and actively seek to eliminate hazards in our work environment. We do not take health or safety risks just to get our jobs done.
- ❑ By **Employee Enrichment** we mean that we believe people have limitless capabilities and want to make valuable contributions. We work with our employees to enable them to achieve the highest levels of professional and personal performance. We make an extraordinary effort to attract, identify, recruit and retain the very best person for every job.
- ❑ By **Continuous Improvement** we mean that our core business philosophy is to be constantly closing the gap between our current state and our Vision. We endeavor to produce products of the highest quality with the lowest cost and shortest lead times.
- ❑ **Family.** As a family owned company, we place particular emphasis on family values and consider our employees to be an extended family. Our commitment to this family includes respect, security, caring, and communication.
- ❑ **Financial Stability.** We recognize that profitability and financial stability are essential to meeting our stakeholder obligations.

Our Vision: The W.P. Hickman name will be synonymous with the highest quality, best performing products and services in the architectural design and construction industries.