

Values



These core values exemplify how we approach life at Sellen.

Safety: We are safe for the people we love.

- We always start with safety.
- When we are safe, we are productive.
- We listen to the people who do the work and know the risks.
- We create safe jobsites by keeping work areas clean and organized.
- We look out for each other.

People: We help each other learn and grow.

- We do the right thing, every time.
- We show up for people and follow through on commitments.
- We share our vulnerabilities and build trust.
- We create a sense of belonging for everyone on our team.
- We value diversity and strive for equity.
- We lead with fairness and respect.
- We listen and learn.
- We are humble.
- We laugh together.

Craftsmanship: We are skilled in our craft and proud of our work.

- We were born to build.
- We believe in the value of hard work.
- We build on generations of great craftspeople.
- We learn from others to improve our skills.
- We coach people and share our craft.
- We celebrate creativity and innovation in the ways we build.

Performance: We strive to be the best in the industry.

- We strive for excellence in everything we build.
- We take on great problems and embrace the challenges that come with them.
- We partner to solve problems.

- We measure twice and cut once.
- We manage our risks and responsibilities.
- We are all responsible for making profit and spending wisely.
- We embrace technology to find better ways to work.
- We limit the environmental impact of our work.

Community: We invest in the places we live and work.

- We seek out ways to serve others, inside and outside of Sellen.
- We give back, individually and as a company.
- We volunteer our time and our expertise to help others.
- We invest in organizations that we believe will build a better community.
- We take on leadership roles in our communities.

We rely on everyone using their best judgment. If you have questions on how a policy might apply or if you feel that our core values warrant a different solution or approach on a specific issue, please contact your manager or HR. It is not our intent to provide a policy for every possible circumstance, but to provide guidance and up-front communication about working here. This handbook is not an employment contract or a promise of specific treatment in specific circumstances; and in keeping with our culture of continuous improvement, Sellen may update, revise, interpret, deviate from, or make changes to the policies in our Employee Handbook at any time.