



# GUIDING PRINCIPLES

Our Guiding Principles support our vision, embody our culture and reflect what we value. They are our core beliefs and principles that govern the way we work together and with our clients. We expect all team members to adhere to these values as they are core to our success as an organization.



## Excellence

- We strive for excellence in all facets of our business
- We continuously look for ways to improve ourselves and our business and we empower our people to be involved in identifying and implementing such improvements
- We are customer focused; whether the customer is external or internal



## Honesty & Integrity

- Integrity is at the forefront of the way we conduct business
- We do the right thing and are responsible for our own actions
- We treat people with respect, honesty and sensitivity
- We lead by example



## Teamwork

- Our people are our most valued asset
- We encourage individual creativity and independence but recognize our combined contribution far exceeds what we can do individually
- We leverage the knowledge, experiences and skill sets of our people
- We are proactive and accountable individually and as a team



## Live Well

- We value safe and healthy workplaces, communities and environment
- We do not compromise safety
- We take the appropriate actions to maintain the safety of our workplaces and services
- We are personally accountable for our own safety and collectively responsible for each other's safety



## Creating Value

- We are about creating value for our customers, society and Cathedral and are dedicated to achieving this standard at all levels
- Strong financial performance supports our efforts today and creates opportunities in the future for all our stakeholders