

## **“Living the Values” - Transparency, Trust and Respect**

### **Toolbox Talk - January 2025**

Many if not all of you will be familiar with The Values & Expectations of 168, RPM’s Code of Conduct and Ethics, which sets our expectations and acts as our guidebook for putting our values into practice in how we conduct business and ourselves.

However, the Code is more than a set of rules. It is an attitude of embracing our Value of 168® in doing “the right things, the right way, for the right reasons.”

Behaving with integrity is part of who we are. The Values & Expectations of 168 is a resource for us all, defining how we are expected to exhibit ethical behaviors and reflects our core values of Transparency, Trust and Respect.

**Transparency** – Ensure that in our dealings with one another we always communicate openly and honestly.

**Trust** - Our success depends on our ability to place confidence in the reliability and integrity of our fellow associates.

**Respect** - Our culture demands that we value one another and treat each other with dignity. We strive to create a work environment where everyone feels welcomed, and every one of us can help build a respectful workplace.

As in prior years we are launching our **Living the Values’** contest. As such please take this opportunity to nominate a fellow associate who goes above and beyond and lives the Value of 168 and our core values of Transparency, Trust and Respect.

You will find the **“Living the Values”** nomination posters on our notice boards. Simply scan the QR code on your phone and fill in the short form nominating your fellow associate, or feel free to come see me and I can assist you in accessing the online form.

All entries will have the chance to win RPM prizes and stories may be included in upcoming RPM communications. The closing date for nominations is January 31, 2025.

Don’t forget: the Code of Conduct helps navigate us through areas and sometimes tricky situations where ethical decision making is critical to our success. However, it cannot address every scenario, so always remember when in doubt, ask for help.