



## The Robroy Vision

### Integrity

We will conduct our business with integrity. Our actions will be lawful and ethical. We will pass all decisions through the filter, "Is this the right thing to do?"

### Customer Focus

Growth and success depend on our ability to satisfy each customer with excellent products and services. We will focus on our customers, learn their needs, fulfill those needs, and develop positive, long-term relationships that are mutually beneficial.

### Quality

High quality is the uncompromised standard for everything we do. It is expected and will be rewarded throughout the company.

### Employee Growth

All Robroy team members are encouraged, enabled and expected to grow in skill and knowledge. We welcome ideas from all team members and are committed to a working environment in which all can participate in the planning and decision-making processes.

### Technology

We recognize technology as a tool which, when used properly, will help grow our business, solve problems, reduce our costs and provide us with a continuing competitive edge through improved products and services.