

- Employees must feel free to make suggestions and complaints.
- There must be equal treatment for employment, development and advancement for those qualified.
- We must provide competent management and their actions must be just and ethical.

We are responsible to the communities in which we live and work, and to the world community as well.

- We must be good citizens—support good works and charities and bear our fair share of taxes.
- We must encourage civic improvements and better health and education.
- We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit.

- We must experiment with new ideas. Research must be carried on, innovative programs developed, and mistakes paid for.
- New equipment must be purchased, new facilities provided, and new products launched.
- Reserves must be created to provide for adverse times.
- When we operate according to these principles, the stockholders should realize a fair return.