

Upside

ENGINEERING

We are the **Upside**[®]
Our Culture Code



OUR CULTURE IS OUR COMPETITIVE ADVANTAGE

Why we do what we do

We empower our people to generate quality solutions that enable our customers to move energy and power the world.

How we do this

We create a healthy and vibrant work environment that supports our people in designing quality solutions for our customers.





Our goal is

to inspire team engagement and satisfy customers while making our community a better place.

What matters most

Employee Happiness & Engagement
Continuous Improvement & Innovation
Customer Satisfaction & Loyalty
Community Relations & Environmental Sustainability

Those things that matter most to us ensure our sustainable success as a company. They are our priorities.



**OUR CULTURE SETS US
APART**



**OUR CULTURE IS D
BY OUR...**

VALUES

BELIEFS



LANGUAGE

BEHAVIOURS

REFINED

OUR *VALUES* & WHAT THEY MEAN TO US

We are Respectful

We treat people fairly

We are Honest

We are open and direct

We are Trustworthy

We do what we say we will do

We are Humble

We don't let our egos get in the way

We are Innovative

We encourage collaboration & continuous improvement

We are Diverse

We value individual differences

We are Compassionate

We care about our impact





OUR VALUES INFLUENCE THE DECISIONS WE MAKE & OUR *BELIEFS*

We are a **family-friendly** company

Work-life balance **matters**

We **communicate** openly and honestly

We build healthy and loyal **relationships**

We are **flexible, nimble** and open to change

What makes us **different** makes us stronger

Our **people** and **clients** matter

We make a **positive difference** in the community





Thank you

Let's talk about this

Let's try it

Good people attract good people

We are in this together

How are we making a difference?

**THE *LANGUAGE* WE USE IS AN
INDICATOR OF OUR TRUE CULTURE**

THE *BEHAVIOURS* WE DEMONSTRATE DEFINE OUR CULTURE

Open to change and a positive attitude

Working together collaboratively

Solving problems creatively

Regardless of rank, title or relationship challenging
one another respectfully

Doing the right thing and celebrating success

Caring about one another and our community



OUR *CULTURE CODE* ATTRACTS AND RETAINS TOP TALENT

We are a **family** and are in it together

We are **flexible**

We **collaborate** and **empower** one another

We are **accountable to each other**

We generate **quality solutions**

We have **fun** and **celebrate success**

We make decisions aligned with our **values**

We care about our **impact** and lead by example



LET'S *CONTINUE* TO MAKE A POSITIVE DIFFERENCE





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