



# HMB STEEL CORP

## Policy Statement & Documented Set of Goals

Any organization, in order to achieve success, must have a sound set of beliefs on which it premises all its policies and actions.

The basic beliefs that guide HMB Steel Corp actions are:

1. Excellence in our work. The conviction that we should pursue all tasks with objective of completing them in a superior way and with a sense of accomplishment and pride in our work.
2. Customer satisfaction. To serve our customers as efficiently and effectively as we can. To provide the customer with the best possible products and service.
3. Respect for the individual. To treat everyone with whom we come into contact in the same manner as we wish to be treated.

The fundamental principles that guide HMB Steel Corp are:

1. To advance our technology and improve our products.
2. To recognize the obligation to our stockholders to provide adequate return on their investment.
3. To offer employment and advancement without regard to age, race, national origin, citizenship status or handicap status to any qualified individual.

If an organization is to meet the challenges of a changing world, it must be prepared to change everything about itself except these beliefs and principles as it moves through corporate life.

The realistic need to ensure profitability through improved efficiency and continuous innovation must be a strong motivation in our organization. Our aim is to respond to our customers' needs by offering products and services that meet those needs.

HMB Steel Corp executives are continually challenged to refine business strategies to increase market share and profitability. With the specialized training and sensitivity that characterize our management, HMB Steel Corp has a reputation for high standards of business conduct. We expect every employee to act according to these high standards. We must all recognize our responsibility to be good citizens in the communities we serve, to obey the law and to act ethically.

By following these basic beliefs and fundamental principles, we will meet the challenge of the future and changing nature of our industry with understanding, ingenuity and enterprise.

Our measurable quality goal is to complete all jobs with zero lost time and zero lost dollars during erection due to quality insufficiencies that are controllable in the fabrication process.