

Vision:

We design solutions for industry and for the success of our customers by:

- ◆ Optimizing the use of technology with applications.
- ◆ Using an efficient, timely customization process to fill specific customer needs.
- ◆ Increasing capacity and streamlining operations.
- ◆ Preserving our reputation for reliability
- ◆ Expanding globally to support our customers and stay current with new technologies
- ◆ Leveraging and sharing our knowledge to meet challenges openly
- ◆ Nurturing a creative, cooperative culture committed to the individual and to providing the best solutions for the customers

Mission Statement:

Partnerships

Innovating products, processes and services to improve performance and efficiency in our industry.

Schroeder Industries Core / Shared Values:

Honesty

Day-to-Day Behaviors:

- ◆ Tell the truth at all times, in all matters
- ◆ Have open lines of communication and share timely, accurate and thorough information with internal and external customers
- ◆ Do not steal and respect each other's and the Company's property

Teamwork

Day-to-Day Behaviors:

- ◆ Work as a team
- ◆ Cooperate within and between departments
- ◆ Coach and mentor; listen and share knowledge, experience, and ideas
- ◆ Treat others with respect and consideration in all circumstances
- ◆ Invest in the development and growth of all team members
- ◆ Keep our work areas safe and clean

Leadership

Day-to-Day Behaviors:

- ◆ Recognize that we are empowered to act as leaders and participate in the decision making process
- ◆ Take responsibility for and have pride in our work
- ◆ Set goals and celebrate the efforts and accomplishments of our teammates
- ◆ Value our greater community and take leadership roles in our neighborhoods and for the environment

Ingenuity/Innovation

Day-to-Day Behaviors:

- ◆ Value innovative thinking and the generation and implementation of new ideas to solve customer (internal and external) problems
- ◆ Be flexible and adapt to new ideas and different ways of doing things
- ◆ Utilize available resources for new designs and innovations

Quality Policy:

Continuous improvement in our business to ensure a quality product, shipped on time, without compromise.