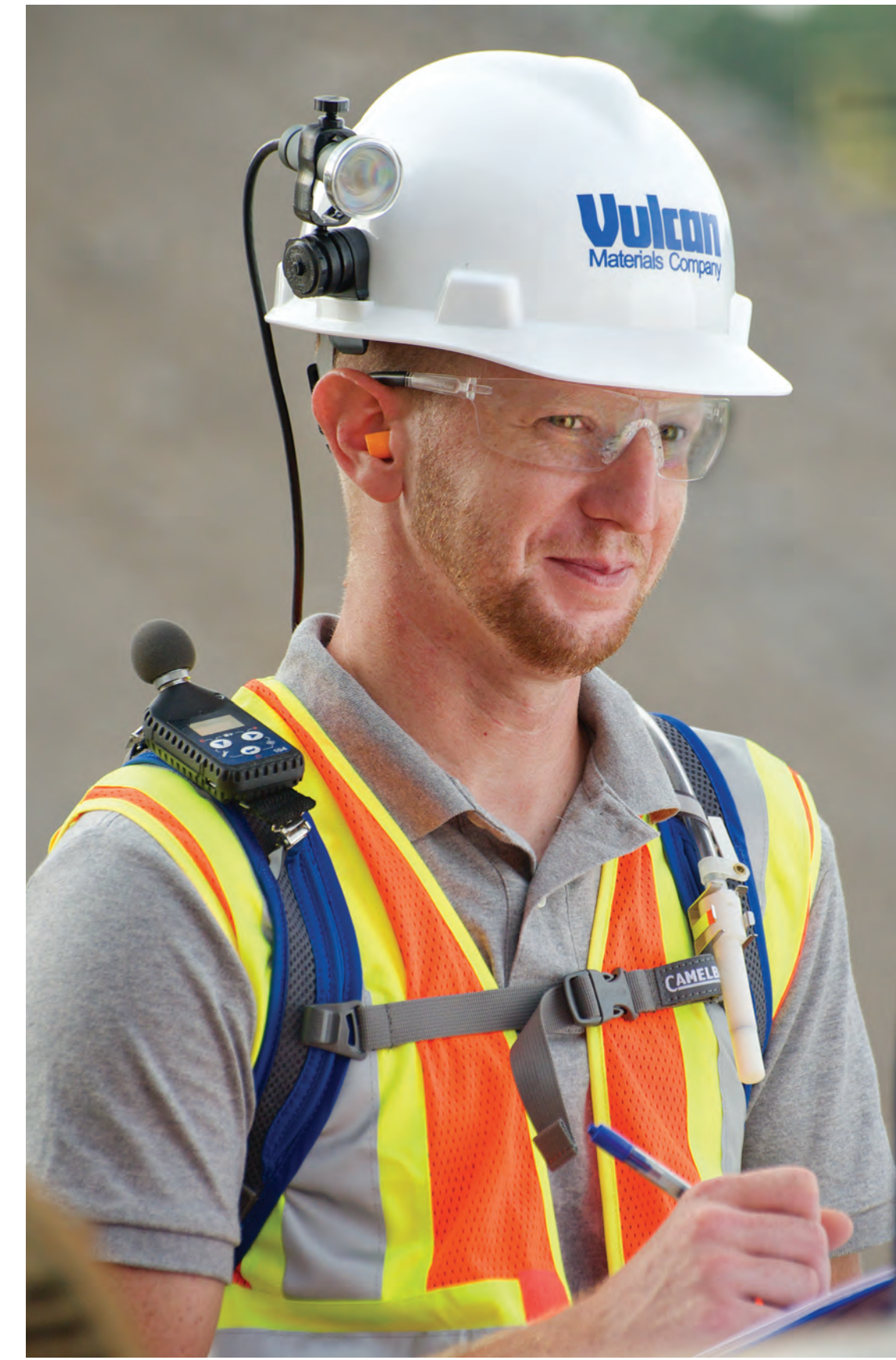


OUR PEOPLE MAKE THE DIFFERENCE

Vulcan employs the expertise of professionals in a multitude of disciplines to support operations.



Sales



Engineering



Operations



Environmental



Safety



PEOPLE

SAFETY

INCLUSION

VISION

CLEAR PERFORMANCE GOALS

LOYALTY

PROBLEMS ARE OPPORTUNITIES

EMPLOYEE OWNERSHIP

CREATE CUSTOMER VALUE

MAKE IT FUN



THE VULCAN WAY

Do the right thing, the right way, at the right time.

PEOPLE
Respect
Listen
Help

INCLUSION
Open
Honest
Power of Diversity

SAFETY
Personal Responsibility
Team Responsibility
Reinforce Safety Culture Every Day

**CLEAR
PERFORMANCE GOALS**
Communicate
Honest Evaluation
Use Resources

**CREATE
CUSTOMER VALUE**
Ask Questions
Be User Friendly
Make Customer's Life Better

VISION
Have a Strategy
Create an Implementation Plan
Dare to be Great

LOYALTY
One Vulcan
Have Each Other's Backs
Give Credit. Take Responsibility

EMPLOYEE OWNERSHIP
Empower Local Management
Create Entrepreneurial Spirit
Be Flexible

**MAKE
IT FUN**
Be Proud
Be Nice
Create Joy

**PROBLEMS ARE
OPPORTUNITIES**
Not a Weakness
Seek Help
Admit When Wrong

THE VULCAN WAY

Do the right thing, the right way, at the right time.

STRENGTHENING OUR COMMUNITY

We are committed to serving as a responsible neighbor and building meaningful and lasting relationships with the community through involvement in schools and a variety of charitable and civic organizations.

Vulcan's community commitments include:

- Investing in Maricopa County businesses, including \$276 million spent since 2013
- \$123,000+ donated since 2013
- Participating in community events and supporting local organizations
- Developing education partnerships to support student learning
- Maintaining a 24/7 community line and email to respond to questions and concerns

