

rem
values
trust
commitment
quality
collaboration
imagination
wisdom
respect



imagination

**No Fears, Bold and
Boundless**



**Creativity Vision Inspiration
Motivation Achievement**

We share Einstein's belief that Imagination is more important than Knowledge. After all, it is our Imagination that sets us apart, that creates a wider vision of possibilities, opens new avenues to our future, inspires us to higher aspirations, and motivates us to greater achievement.

Combining imagination with wisdom and common sense manages risk and refines our entrepreneurial ideas to those most promising. We waste no time contemplating why we cannot, to devote our energy to designing how we can.

commitment

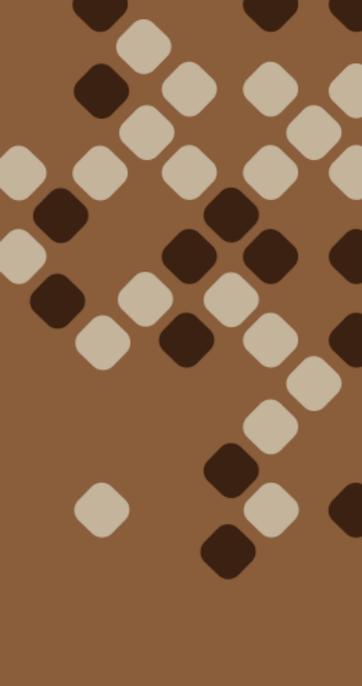
**We Live Up to our
Responsibilities**



**Courage Drive Fun
Ambition Loyalty**

We understand our position comes with responsibility, and we pledge ourselves to advancing those obligations and missions through our actions, both within the Rem community and the community at large. We are committed to ourselves, our family, our planet, our colleagues, our customers, and our company goals, while having fun doing it.

Our steadfast commitment separates us and distinguishes us; it unites us and drives us to our ambition. When we celebrate and reward such behavior the environment is ripe for the blossoming of loyalty, a quality coveted by our family business.



collaboration

We turn ME upside
down to become
WE.



Creative Solutions **Pride** Passion **Performance**

Everyone has a valuable gift to share on our journey to discover innovative and creative solutions for our business, our customers, our industry, and our society. Our environment of collaboration leverages our human and financial capital to multiply our power to create and implement the most promising solutions.

We thrive on working together, coalescing behind the best and brightest ideas to achieve higher performance, while increasing the pleasure shared-pride brings. For collaboration to work best, it requires mutual respect and passionate inspirational leadership that marshals a focus on cohesively blending the best of all capabilities and contributions



wisdom

Intelligence derived
from experience is an
Irreplaceable Asset



Knowledge Creativity Experience Creativity

We highly value and respect guidance derived from experience. Knowledge can illuminate the gateway of success just as it can identify the landmines that can derail our journey. Wisdom helps prepare us to best deal with crises when they arise, and provides us the unwavering faith that we will succeed. It supplies credibility for our intuition and unique insight to guide our decision-making.

Our scholarly approach requires our perpetual search for greater wisdom, each of us thirsting to learn and welcoming evolutionary change.



trust

The World is Round, and
We've Got Your Back



Integrity Introspective Fair
Transparency Trustworthy

Trust, wrapped in a blanket of integrity, is embodied in all we do, from building trustworthy goods, to delivering in ways that never compromise on our promises and that always respect and protect our reputation. In all that we say, think, feel, and do, we adhere to ethical principles with sound moral character.

Our trust requires transparency, open and honest about our motives and challenges, fair in our decisions, and introspective about our performance and accountability.



respect

**We Revere our
People and Process**



Appreciate Accept Honor Respect

We see, hear, understand, accept and honor people for who they are at their deepest level, and engage with their authentic selves without judgment. We appreciate, accept, and respect people's differences, their ideals and their ideas. We encourage individual expressions to be voiced, heard, and considered with the upmost respect for the spirit in which they are offered. We hold precious the finite resource of time, understanding the value of renewal and happiness to productivity, including time for family and friends for recreation and avocation. At our core we hold most dear to the fundamental principle of respect mutually among people, and respect for the planet for which we are responsible.



quality

**Our Product is Our
Heart; How We Do
Business is Our Soul.**



Performance Product Character Excellence

Our reputation is what we own, and that which we continually push to elevate. The quality of what we sell and how we sell it is vital to our success day-in and day-out. The customer experience dealing with Rem is of equal importance. We are judged by the quality of our work, how we conduct ourselves, what we bring to the relationship of persons and performance, of product and to profit. We are further evaluated by the quality of our character, what we as people bring to each other and to society. At our core we hold most dear to the fundamental principle of respect mutually among people, and respect for the planet for which we are responsible.