

SAFETY
CUSTOMER VALUE CREATION
INTEGRITY
RESPECT
SERVANT LEADERSHIP

**OUR
PURPOSE**

To construct and maintain the pavement infrastructure supporting our economy and everyday life.



PAVECON
3022 Roy Orr Boulevard
Grand Prairie, TX 75050
pavecon.com

**BUILT
ON
PURPOSE**

We build more than roads and walls.
We build the framework for face-to-face connection.



**BUILT
ON
PEOPLE**

Not just anyone can wear the Pavecon name.
Our power is our people.



**BUILT
ON
PERFORMANCE**

Put your future on a solid foundation.



VALUES

PAVECON



FROM OUR FOUNDER

You are an important member of a company that is built on more than concrete, asphalt and steel. Pavecon is built on values.

Our values are more than words. They define who we are and guide the actions we take. Regardless of the circumstances, our values remain the same—the guiding force in the way we treat each other and our customers.

Live by them every day. By doing so, you will solidify your place within one of the nation's most respected construction companies and in the community we serve.

David Walker

David Walker
Pavecon

SAFETY

We are dedicated to a Safety-First work environment, which encourages proactive actions to prevent or correct any safety issues which may arise. We follow all safety rules at all times.

BEHAVIORS:

- I protect the health, safety and well-being of every person in the company.
- I am always diligent to recognize and correct any safety hazards encountered daily on my jobs affecting my fellow workers and property owner's customers.
- I am a safety leader who follows all safety rules to the letter and am responsible to mentor my fellow workers to share in this leadership.
- Today, I lead everyone in achieving zero incidents.

CUSTOMER VALUE CREATION

We create value for our customers, making analyses and recommendations to create superior construction services to solve our customers' needs.

BEHAVIORS:

- I will partner with our customers to develop trusting and long-lasting relationships.
- I stay focused on delivering a quality product to provide the best long-term solution, while minimizing excessive waste and cost.
- I do not take "shortcuts." I deliver what our customer is paying for, to specification.
- I am aware of our customers' needs, and I exceed expectations.

INTEGRITY

We do the right thing, even when no one knows about it.

BEHAVIORS:

- I treat our customers, both internal and external, with the honesty they are due, and accept them as members of our team.
- I hold myself responsible for my commitments and actions; I promise only what I can deliver.
- I do not lie, betray a confidence, stretch the truth or withhold information from a peer, management or a customer.
- I maintain mutually beneficial relations with all employees, customers, suppliers, partners, communities and governments.

RESPECT

We treat others as we would want to be treated: Openly, honestly, sincerely, ethically and with dignity.

BEHAVIORS:

- I do not blame. I look for ways to solve problems and learn so we do not make the same mistake again.
- I do not use crude language, act rudely, or discount anyone I work with—team leaders, peers or customers.
- I respect our customers' property; therefore, I do not litter or leave a messy job site and I am always mindful to minimize any job inconvenience.
- I value each person's point of view and treat people fairly regardless of their position.

SERVANT LEADERSHIP

We are dedicated to helping each other be our best selves at home, work and in our community.

BEHAVIORS:

- I provide a clear picture of where we are going, our vision and goals.
- I empower people to succeed by giving them control of the goal.
- I provide direction and involvement based on a person's level of knowledge and commitment to the task.
- I provide positive recognition and believe every person deserves civility, trust and respect. I listen intently and observe closely, and put others ahead of myself.

