**Oxy’s Core Values**

**Oxy Culture Traits**

**Innovative…*There’s always a better way***

**We are high achievers targeting the best, fastest, and most efficient ways to improve results and performance. We vigorously explore and promote new ideas to find a smarter course of action, influence progress, and inspire breakthroughs.**

**Accountable…*We own our actions***

**We are passionate about the effect our individual actions have on collective results. We are responsible for our results and seek to share information, mentor, and celebrate wins. Our integrity ensures we commit to our results and collaborate with one another in order to meet our goals.**

**Risk-Taking…*HES* *is not negotiable; all else is***

**We are always acting to eliminate Health, Environmental and Safety risks. We take smart risks to maximize returns, which will help us improve and be the industry leader. We celebrate innovation and diversity of thought and learn from failures.**

**Proactive…*We look ahead***

**We are always future-focused and have a strong sense of urgency. We use our experiences, knowledge and data to anticipate, plan, and influence to continually move forward and evolve. We course correct and avoid over-analysis.**

**Collaborative…*We win together***

**We are driven to produce great results by working together. We know that diverse thinking delivers smarter ideas and broad organizational wins. Together, we explore, develop, and excel. We achieve more together than by ourselves**

**Results-Oriented…*We add value***

**We are aligned with the vision and organizational goals to perform value-added work that delivers impactful solutions. We leverage our human and technical capital to assess, act, adjust, and reflect for greater success.**