



OX INDUSTRIES



CODE OF CONDUCT

OX INDUSTRIES MISSION:

Ox Industries strives to deliver quality, innovative products, while providing the highest value to our customers, all with a strong focus on environmental stewardship and employee safety.

Our mission and values serve as a compass for all of Ox. We use these as our guide to communicate with people, build processes and design products.

OUR FOUNDATION

Our Values

Our Values of Innovation, Quality, Integrity, Sustainability, Independence and Safety are the purest statement of who we are. They influence all of our decisions from people to processes to products.

Our Policies

Our Policies serve as the foundation of how we conduct business. They are structured from our values. While our policies are largely for internal use, we publish them in support of complete transparency.

Our Business Principles

Our Business Principles are rooted in our sustainable approach to people, processes and products. We set our standards high in each category and hope that all others we work with set their standards equally high.



People

People are at the core of our growth and success. Our team of employees, vendor partners and customers are essential. They charge our momentum and keep us operationally accountable.



Sustainable Processes

Our sustainability commitment runs through our company touching all aspects of our strategic business model. Continuous improvement initiatives focused on the safety of our employees and waste elimination as well as energy and cost reduction are the main drivers within our manufacturing process.



Products

We consume over 210,000 tons of wastepaper each year that is then converted into paperboard products for niche markets such as food packaging, protective packaging, pharmaceutical, canning and tube and core. The paper we recycle through product production saves over 3.5 million trees each year and 630,000 cubic yards of waste from landfills.



PEOPLE & PROCESSES

Innovation

We respect individuality and recognize that different abilities, experiences and backgrounds create a rich environment for ideas to flourish. We surround our employees with a healthy culture for expanding potentials, opportunity to contribute and space to innovate.

Quality

Ox holds its leadership responsible for creating quality work environments. Each facility and department within should have cultures which are primed for employees to thrive. Setting compliance standards which employees understand their responsibilities and feel comfortable voicing concerns is a priority.

Integrity

Integrity defines how we choose to behave without management from others. It guides us to make good choices for ourselves and for those we work with each day. We encourage our employees to do the right thing because it's the right thing to do.

Sustainability

Our commitment to environmental sustainability is paramount but running a sustainable business doesn't stop there. We responsibly manage our operations and teach best practices of environmental preservation as well as safety and well-being of our employees. We take a proactive approach to communities and give back in the areas where we live and work.



Independence

We instill a sense of independence and equal opportunity for our workforce. When people are intrinsically motivated outcomes are better. Leadership communicates the value each person brings through their role at Ox. With training and positive job performance individuals have opportunity for growth within the company.

Safety

We take safety seriously. We have embedded accountability for ourselves and others into our culture and operations. Implementing safety programs at each Ox facility is a part of our strategic business model. We are committed to periodic reviews of our programs to ensure continuous improvement for our employees and our customers.

