

How Everything Fits Together

Mission

We deliver exceptional products, outstanding service and innovative technology to transform the experience of water

Values

These are the guidelines we follow when doing our work and interacting with each other and our communities, representing **how we do what we do**



Vision

To inspire happiness and well-being through safe, smart and sustainable solutions

Behaviors

Our behaviors are the way we make all the words real



Care

Quality, reliability, safety and service guide everything we do for each other, our customers, our communities and the environment.



*Do it right
Committed
Careful
Helpful
Big picture-oriented*

*Good enough
Undependable
Inattentive
Idle
Tunnel vision*



Respect

We value diversity and act with integrity, humility and inclusivity across our global workforce and beyond.



*Trustworthy
Authentic
Good Listener
Empathetic
Considerate*

*Egotistical
Authoritarian
Biased
Disrespectful Judgemental*



Lead

We set the pace as a global leader, through the power of our people to innovate and evolve our technology, products and processes.



*Curious
Problem Solver
Creative
Mentor
Decisive*

*Satisfied with the status quo
Avoids hard problems
Uninventive
Critic
We've always done it this way*



Grow

We build on our heritage, embrace change and drive growth by investing thoughtfully in our people, products and services.



*Motivated
Proactive
Collaborative
Adaptable
Dedicated*

*Risk Averse
Reactive
Unsupportive
Rigid
Apathetic*