

**MISSION STATEMENT:**

**LeCHASE CONSTRUCTION IS  
COMMITTED TO BUILDING  
STRONG PARTNERSHIPS WITH OUR  
CUSTOMERS, OUR EMPLOYEES AND OUR  
COMMUNITIES THROUGH SAFETY, QUALITY,  
INNOVATION AND VALUES.**

# The LeChase

# Way: *“Do the Right Thing”*

**Safety.**

Our goal at LeChase is to be a world-class safety organization. We are firmly committed to maintaining the safest possible jobsites for our employees, subcontractors, customers and the community at large. We constantly strive to improve our safety record and improve accident prevention through safety programs aimed at minimizing the risk of injury.

**Quality and Excellence.**

LeChase has a policy of continual quality improvement of its organization, methods, products and services. LeChase is committed to raising the standards in excellence by developing cutting edge construction solutions and building partnerships based on common goals for world-class results. At all levels of our organization, people have the power and the responsibility to instill excellence at every touch point. Achieving excellence in safety, quality, performance, communications, relationships, building standards and other responsibilities is our constant challenge to ourselves.

**Integrity.**

LeChase was founded on a code of conduct based on the highest professional and ethical standards. Corporate culture and values guide LeChase in all relationships with employees, customers, vendors and the community. Employees must strictly adhere to our customers' policies, procedures and instructions including communications, confidentiality and intellectual property. We will continue to be flexible, non-complacent and competitive while maintaining our strong values and always following our credo of "Do The Right Thing."

**Customer-Focused.**

The difference between ordinary service and extraordinary service is attitude! Without our customers, we have nothing. Our priority remains on our customers and their needs, helping them to find solutions that will help them achieve their objectives. We are continuously striving to better serve our customers, as an existing satisfied customer will not only be loyal, but can also assist in acquiring new customers through referrals.

**Accountability.**

LeChase will be held accountable to customers, vendors, employees and the community to perform according to agreed-on terms, within a specified time period, and with a stipulated use of resources and performance standards.

**Diversity.**

LeChase fosters an inclusive environment of mutual respect, free from racism, sexism and other forms of prejudice and intolerance. The unique talents and perspectives of each customer, employee and vendor are understood, valued, respected and leveraged. LeChase's commitment to diversity supports our vision, business strategies, corporate behavior and relationships with customers and communities in a manner that enables us to reach our full potential.

**Fiduciary Responsibility.**

LeChase believes that great companies are built on a foundation of reliable financial information. We practice appropriate financial reporting policies, and we devote our full resources to ensuring that those policies are applied properly and consistently to our customers, employees and vendors. We do this to ensure fair pricing to our customers and fair rewards to our employees.

**Opportunity/Growth.**

LeChase strives for both internal and external growth. Internally, we encourage leadership training and continuing education at all levels. Our people are the best, and we strive to be continuously better. Externally, LeChase ventures to grow the business via strategic mergers, acquisitions and increased volume through loyal customers, customer referrals and market penetration.

**Promoting Family, Health & Wellness.**

LeChase knows that a good work environment is more than just having a nice office space. We know the importance of flexibility for doctor's appointments, family vacations, school functions and tending to sick children, among other things. So while our people are giving 100% commitment on the job, we also make sure they have time to dedicate to their health and family. We have created a healthy work environment focused on wellness, growth and total commitment, while encouraging a balanced lifestyle that includes family and free time.

**Social Responsibility.**

LeChase delivers our construction services in a manner that consistently meets or exceeds the ethical, legal and community expectations that society has of business. Social responsibility is a guiding principle for every decision made and in every area of our business. Through our "green initiative," we integrate sustainable building practices into our daily business operations, and in our design and construction processes to create cleaner, healthier buildings. We care deeply for the community, our customers, our vendors and our employees, and want to improve the quality of life in the communities in which we live and work.

**LeChase. Building Partnerships.**



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