

# THE 15 FUNDAMENTALS

To be successful at Consigli, our people must embrace 15 core principles. These fundamentals are the framework for your responsibilities as a construction professional at Consigli.

## 1 SAFETY PLAN



We must be fully committed to working safely to protect our people, our subcontractors and the public, both inside and outside the fence. Our S.A.F.E. mission is: "Staying Accident Free Every Day." All accidents are preventable, no accidents are acceptable.

## 2 COST CONTROL



Financial control is our responsibility. We must know our budgets and costs at all times, by working collaboratively and proactively with the provided tools.

## 3 QUALITY PROGRAM



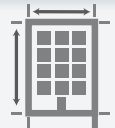
We must differentiate ourselves by high quality of work. Set expectations for quality by clearly communicating to all stakeholders, anticipate potential quality issues to avoid them and hold ourselves accountable for meeting the established expectations.

## 4 GET PAID FOR ALL THE WORK WE DO



We must clearly communicate changes with our clients, subcontractors and suppliers; firmly, fairly and professionally. Don't spend someone else's money without talking to them first. We submit invoices on time and we expect to be paid on time.

## 5 WHAT GETS MEASURED, GETS DONE



We define how we want things done. Expectations are established, results are communicated and improvements are required. We must hold ourselves accountable for performance against these expectations.

## 6 SCHEDULE



The project team must establish the project schedule. It must be consistently updated to control the flow of work and communicated to all stakeholders. We do what we say we will do.

## 7 CLOSEOUT



We must understand that project closeout starts at the beginning of a job. Establish a closeout plan early on and stick to that plan. The closeout experience determines the lasting impression we leave with our clients and partners.

## 8 SUBCONTRACTOR PARTNERS



We want to partner with the best subcontractors in the industry. It is our responsibility to hold our subcontractors accountable for meeting obligations and expectations. We must treat them firmly, fairly and professionally.

## 9 COMMUNICATION



In order for everyone to clearly understand our plan, we must communicate clearly. Communicate bad news early and provide it with three potential solutions. Understand when a phone call or an in-person conversation will be more appropriate than email.

## 10 RECRUIT, TRAIN, MENTOR, MOTIVATE



It must be everyone's responsibility to train their replacement. Promote and build our values and ethics in others. Our best people have been referred to us by you. The goal is to constantly improve ourselves and others.

## 11 PLANNING



Planning is about looking ahead, as well as looking back via postmortems, lessons learned and cost evaluations. Planning must be built into every phase of the project. Planning ahead is how we drive safety, quality, schedule, profit and Raving Fans.

## 12 THINK GREAT



Keep your promises. Look them in the eye. Have a firm handshake. Look and act like a pro. There are no "sacred cows" here. If you want to change something, if you can improve it, let's talk.

## 13 RAVING FANS



We create Raving Fans of each client and each other, by exceeding expectations. This requires planning and thought. **Evaluate**—identify client expectations and deliverables. **Execute**—deliver what's expected. **Exceed**—go above and beyond what's expected.

## 14 INNOVATION



We must embrace and encourage innovation to continually improve how we work. Innovation is the responsibility of every job, every team, every person.

## 15 DIVERSITY + INCLUSION



To be part of Consigli means that you are part of a family. We must make each person feel welcomed and valued for their different qualities and characteristics, by sharing experiences we bring to the table. How you make people feel will be remembered.