



WELCOME TO OUR CULTURE.



AT **IPT GLOBAL**, WE BELIEVE
IN BUILDING COMMUNITY AND
RELATIONSHIP, NOT JUST A COMPANY

BENEFIT THE INDUSTRY

COMMUNITY SERVICE

RESPONSIBILITY TO OUR CUSTOMERS

ENVIRONMENTAL PROTECTION

LASER FOCUS

SAFETY

DOMESTIC AND INTERNATIONAL COMMITMENT

CONTINUOUS RESEARCH AND INNOVATION

HIRE SMART

EMPLOYEE MERIT

HEALTH AND WELLNESS

GO BEYOND COMPLIANCE

FAMILY FIRST



AT **IPT GLOBAL**, WE BELIEVE
IN HIRING THE BEST PEOPLE.

FUN

BELIEVE IN WHAT WE DO

COMMUNITY-MINDED

SERIOUS ABOUT OUR WORK, BUT DON'T TAKE OURSELVES TOO SERIOUSLY

SPEAK THE TRUTH

GOES BEYOND

SAFETY-MINDED

SERVICE-FOCUSED

HIGH STANDARDS

EXPERT IN OUR AREA, BUT LEARNING-FOCUSED

SMART

VALUE OTHERS AND OURSELF

FAMILY FIRST



AT **IPT GLOBAL**, WE BELIEVE
THE BEST TEAMMATES EMBODY
A FEW VERY SPECIFIC **CORE VALUES**





INTEGRITY

WE BELIEVE THE BEST PEOPLE **DO THE RIGHT THING. ALWAYS.**

ALL OTHER THINGS FALL INTO PLACE WHEN A SOLID **FOUNDATION** IS BUILT ON INTEGRITY.
INTEGRITY FIRST. NO EXCEPTIONS.

TRANSPARENT

SELFLESSNESS

TRUSTWORTHY

HONEST

RESPECTFUL

COURAGE

ACCOUNTABLE

ETHICAL

SERVICE

AUTHENTIC



WE BELIEVE IN DOING THINGS SAFELY. ALWAYS.



WE BELIEVE THE BEST PEOPLE **STAND UP** FOR WHAT IS RIGHT. **ALWAYS.**



Do what's RIGHT.

Do it FIRST.

DO IT, even when no one else will.



WE BELIEVE THE BEST PEOPLE **DO** WHAT THEY SAY.

WE ARE **ACCOUNTABLE** TO ONE ANOTHER AND OUR CUSTOMERS.

100% EFFORT. 100% COMPLETE.

WORDS ARE USELESS UNLESS THERE IS **ACTION** TO BACK IT UP.



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PERFORMANCE

WE BELIEVE THE BEST PEOPLE HAVE A **HIGH STANDARD** OF EXCELLENCE.

WE ARE A FIRST-CLASS COMPANY, DOING BUSINESS IN A FIRST-CLASS WAY.
WE INTEND TO KEEP IT THAT WAY.



WE BELIEVE IN MAKING THE COMPLEX **SIMPLE**.

WORKING MORE DOESN'T ALWAYS MEAN **WORKING HARDER**.

TALKING AND WRITING MORE DOESN'T ALWAYS MEAN **KNOWING MORE**.

COMPLICATED SOFTWARE DOESN'T ALWAYS MEAN **BETTER SOFTWARE**.

LESS IS MORE. WE KEEP IT **SIMPLE**.



WE BELIEVE IN MAKING HIGH STANDARDS THE **NORM**.

IT'S WHAT WE DO. IT'S WHAT WE EXPECT. NO EASY ROADS. NO CORNERS CUT. **EVER**.



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TEAMWORK

WE BELIEVE THE BEST PEOPLE ARE TO BE **VALUED**.



PERKS DON'T DEFINE A COMPANY
OR A CULTURE. **PEOPLE** DO.



WE BELIEVE **TRUST** IS **EARNED**.

TO EARN IT FROM OUR CUSTOMERS REQUIRES THAT WE FIRST EARN IT FROM *ONE ANOTHER*.



CHARACTER SPEAKS VOLUMES.

WE PARTICULARLY VALUE THE FOLLOWING IN OUR **TEAMMATES**:

- ✓ ACTS LIKE A **LEADER**
- ✓ VALUES A **HEALTHY LIFESTYLE**
- ✓ **LISTENS** MORE THAN TALKS
- ✓ HAS AN **EVEN** MOOD
- ✓ **SHARES**, DOESN'T COMPETE... WE ARE ON THE SAME TEAM
- ✓ DOESN'T WAIT TO BE TOLD WHAT TO **DO**
- ✓ **INSPIRES**, MOTIVATES & CHALLENGES US TO BE BETTER, DO BETTER, LEARN MORE, REACH HIGHER



WE BELIEVE IN HIRING **SMART**.

IMAGINE IF EVERY SINGLE TEAMMATE AT **IPT GLOBAL**
IS SOMEONE YOU **RESPECT** AND **LEARN** FROM.
WE STRIVE FOR THAT.

"Leaders don't create followers, they create *more leaders*."
– Tom Peters (American author)



WE BELIEVE THE BEST **TEAMMATES** ARE:

- ✓ **SELF** MOTIVATING
- ✓ **SELF** AWARE
- ✓ **SELF** DISCIPLINED
- ✓ **SELF** IMPROVING

IT'S UP TO YOU.

WE BELIEVE THE BEST TEAMMATES:

- ✓ SEEK WHAT IS BEST FOR IPT GLOBAL, RATHER THAN WHAT IS BEST FOR THEM
- ✓ DETERMINE THE BEST IDEA, DECISION OR PATH FORWARD WITHOUT EGO
 - ✓ TAKE TIME TO HELP
- ✓ MAKE WISE DECISIONS AND HAVE GOOD JUDGEMENT, CONTINUALLY AND CONSISTENTLY

WE BELIEVE THE BEST TEAMMATES:

- ✓ **WISELY** SEPARATE WHAT MUST BE DONE WELL NOW, AND WHAT CAN BE IMPROVED LATER. IT'S ALL ABOUT PRIORITIES
- ✓ SHOW **COURAGE** WITHOUT AGONIZING. JUST DO IT
 - ✓ TAKE **SMART RISKS**
 - ✓ **LISTEN** WELL AND ACT. NOT REACT

WE BELIEVE THE BEST TEAMMATES:

- ✓ ONLY SAY THINGS **ABOUT** OTHERS THAT WOULD BE SAID IN THEIR PRESENCE. ALL OTHER COMMENTS ARE LEFT UNSAID. WE ARE ON THE SAME TEAM
- ✓ **ADMIT** MISTAKES QUICKLY AND OPENLY
- ✓ TREAT **ALL** PEOPLE WITH RESPECT AND KEEP PERSONAL JUDGEMENTS TO THEMSELVES



AT **IPT GLOBAL**, WE AREN'T JUST A BOP TESTING COMPANY
ANYMORE.

AND WE TAKE IT SERIOUSLY.

WE ARE AN ASSURANCE COMPANY



"WHETHER YOU THINK YOU CAN, OR WHETHER YOU THINK YOU CAN'T,
YOU ARE RIGHT." – *HENRY FORD*

WE THINK WE **CAN!**



AT IPT GLOBAL, WE BELIEVE:

- ✓ CULTURE ISN'T LEFT TO CHANCE
- ✓ IF WE DON'T SHAPE IT, SOMETHING ELSE WILL
 - ✓ IT ISN'T BUILT OVERNIGHT



CULTURE

AT **IPT GLOBAL**, WE CHOOSE TO DEFINE IT AND REDEFINE IT AS WE **GROW**.

WE **BELIEVE** IT. WE **LIVE** IT. EVERYDAY.



DO YOU?

IF THIS CULTURE RESONATES WITH YOU,
WE SHOULD TALK. SEND US YOUR RESUME OR
CONTACT US AT:

www.3ipt.com/contactus

WE'D LOVE FOR YOU TO BE A PART OF OUR TEAM.

