

# TANGA CEMENT Values

Underpinning our success is a culture of accountability, engagement and empowerment that inspires high performance. Our culture is based on the following core values:

## LIVING THE VALUES

**PEOPLE** - When acting with integrity and respect we:

- Show respect and greet one another properly
- Encourage and support each other in achieving our goals
- Are mature in giving and receiving feedback
- Use a common language to ensure mutual understanding
- Communicating well among ourselves
- Are listening to and value each other as colleagues
- Respect diversity/each other regardless of level
- Uphold the truth and maintain confidentiality - trustworthiness (No gossiping, nepotism, speculation)
- Maintain good meeting manners and follow guidelines
- Practice a leadership style of engagement and create an environment where people feel free to participate and share their ideas
- Take responsibility, be self driven and pro-active
- Are punctual, on time and honour our commitments
- Tell the truth, be honest and do the right things when no one is watching (Integrity)
- Are open to changes (new learnings and ideas)
- Care for each other and work as team



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**PLANET** - To be responsible to the community and environment we:

- Recycle and re-use cement bags
- Conserve resources
- Replace eucalyptus with fruit trees
- Revive the war against dust
- Involve relevant stakeholders i.e. community to protect our environment
- Practice safe behaviours, do risk assessments and ensure safe work environments
- Adhere to policies, procedures, rules and regulations
- Attend to leakages on time and ensure environmental conservation
- Ensure proper housekeeping and waste management
- Do preventive maintenance of equipment to reduce emission
- Comply with legal requirements
- Minimize off-specs
- Switch off pumps immediately after cooling off
- Switch off lights whenever not needed
- Switch off idle or unused equipment or electrical appliances not in use



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### PERFORMANCE

- To be the best in everything we do we:

- Ensure proper engagement and two-way communication to overcome obstacles
- Create an environment where people feel free to contribute towards cost, quality and throughput solutions
- Are pro-active in our decision making
- Ensure that all unattended equipment and machines are locked out
- Work safely at all times and are each other's keepers
- Limit personal calls during work time
- Respond in time with a sense of urgency
- Ensure our actions are based on facts
- Practice two-way communication (B-Style)
- Do proper maintenance on our machines to reduce spillages
- Ensure our equipment is available for production
- Have effective distribution channels in place to ensure product availability
- Are quality conscious in everything that we do - getting it right the first time. Rework waste time
- Give recognition for good performance
- Develop business acumen (understanding the business and speaking the language)
- Encourage creativity and innovation
- Have a sense of urgency and take ownership
- Improve plant running efficiency

