

The JM Family Way

Our Commitment

A declaration of our organization's core values, value drivers and expectations.



Core Values

Who We Are. The foundational principles that define who we are as associates and guide how we engage with each other, our customers, business partners and communities.

Consideration

Cooperation

Communication

Innovation

Accountability

Value Drivers

How We Drive Value. We create business value by blending our unique culture with our drive for results, consistently delivering successful outcomes through mutually rewarding relationships. This differentiates us in the markets that we serve and the communities where we live.

Culture



We are People Centered

Associates are the heart of our success and we invest in our people. We sustain our culture by working hard with the company and the customer, showing genuine care and mutual respect, and by encouraging diverse thinking and backgrounds.



We are a "We" Organization

Working together, everyone achieves more. We remain resilient by tackling challenges collaboratively. We share in our success and support one another.



We Build on Our Legacy

Our legacy inspires us to move confidently into the future. With pride in the core values and unwavering commitment to honesty and integrity that give our company its strength, we sustain our reputation for the long term.



We Strive for Excellence

Continuous improvement is in our DNA. Each of us plays a role to innovate and do it better, learning and growing to enhance performance.



We Make a Difference

Our strength in business is matched by our commitment to giving our time and talent back to the communities where we live and work.

Results



Growth Orientation

We continuously invest in people, relationships, tools and infrastructure to ensure our company and brands evolve and thrive.



Continuously Improve

Rooted in our entrepreneurial and innovative spirit we strive to do it better through constant evaluation and process improvement.



Create Alignment

Together we construct agile ecosystems that provide mutually rewarding relationships in which everyone wins – associates, consumers, partners and our companies.



Drive for Results

We create measurable objectives and hold ourselves accountable to optimize performance.



Long-term Focus

Long-term focus is the foundation (anchor) of our value drivers. It is a guiding principle for decisions we make to support alignment, our drive for results, continuous improvement and growth orientation.

The Leadership Model

How We Lead and What We Do: A guide for our behaviors and defines what is expected of us as leaders.