

Our word.

Your word.

| OUR COMMITMENTS



We share a commitment to honor individuals, giving them opportunities to shine and a chance to succeed every day. We pledge to build strong teams and exceptional work environments so our associates can produce great results together. While each of us defines commitment in our own way, it's our word and your word together that defines Exel.



Leadership. Together.

What's our commitment?

WE WILL

Support you to develop new skills for our changing environment.

Have leaders who are personally committed to our values, who inspire, coach and communicate with their teams.

Have leaders who provide clear vision and meaningful business goals and priorities while taking into account local and global perspectives.

Empower you to succeed through being open, accessible and visible.



Leadership. Together.

What's your commitment?

I WILL

Continually improve and adapt my skills and the way I work.

Take personal ownership, be dependable and demonstrate our values in my work.

Understand what the local and global vision means for me and those around me, so I can think ahead.

Engage, get involved and proactively offer my talent and energy to achieving our common goals.



Work environments. Together.

What's our commitment?

WE WILL

Provide jobs with challenge and opportunities for personal growth in a dynamic international environment.

Create a culture that rewards openness, integrity, and local and global teamwork.

Operate a safe and socially responsible business across all our communities.

Support and encourage a diverse workforce.



Work environments. Together.

What's your commitment?

I WILL

Aim high, take initiative, work at my best and actively seek opportunities for personal growth.

Collaborate and act with empathy, openness and honesty.

Work in accordance with our environmental, health and safety principles.

Respect and learn from the diversity in my workplace.



focus

Shared success. Together.

What's our commitment?

WE WILL

Provide clear roles and objectives to allow us and our customers to succeed.

Offer fair and competitive rewards and recognize outstanding performance.

Support employees in embracing change by training them in "First Choice" improvement processes.



Shared success. Together.

What's your commitment?

I WILL

Bring my skills, talent and energy to work to enable us to deliver our customers' needs and our business goals.

Meet and strive to exceed performance and quality expectations in everything I do.

Be willing to adapt my skills and behavior.

