



Core Value: Integrity



Our way of being

Integrity is central to everything we do: among the employee-owners we work with, on the projects we build together, and in the communities we serve. It's comprised of four primary components: honesty, reliability, fairness, and accountability.

Integrity sustains our Core Values

Integrity in SAFETY - Every employee-owner has the power and the moral obligation to stop work if they see something unsafe. This encompasses not just

physical safety, but also interpersonal safety. Employee-owners can trust one another with their physical well-being, and to treat one another with dignity.

Integrity in SERVICE - Austin employee-owners serve with excellence everyone we come in contact with, regardless of whether it is advantageous to do so. As servant leaders, we believe it is better to give than to receive. Austin employee-owners approach every interaction not to be served, but instead to serve.

Integrity in INTEGRITY - This may seem redundant, but at Austin we expect everyone to do the right thing all the time, regardless of who is looking. Having integrity means being trustworthy, honest, reliable, fair, and accountable.

“Integrity is central to everything we do.”

Integrity in EMPLOYEE-OWNERSHIP - Being employee-owners means that everything we do has our name on it. As a result, every decision we make has an impact on every other member of our family. Given that we commit to treating one another with dignity, we are obligated to act

with an ownership mindset. We serve with excellence for our customers, and for each other, so we can proudly say, “We Are Austin.”

