



BE GOOD



DO GOOD

Vertex Railcar Corporate Philosophy

The core philosophy of Vertex Railcar Corporation is one of absolute company performance and of personal and professional commitments to help our teammates, their families and our communities as well. Simply put, our philosophy is "Be Good...Do Good".

We have a responsibility to our organization, our departments and teammates to "be good" at what we do.

We must work to have the highest possible quality, safety, efficiency and retention levels and also to achieve our individual, departmental and organizational goals so that the company moves forward and continues to thrive and grow.

By doing this we are helping to sustain the organization, and it, in turn, will support and sustain us as well.

We will embrace the various metrics and performance goals that the company presents to us and will understand that while sometimes difficult to achieve, they are necessary and important so that the company can be successful.

All of us will work to be not only good individuals and teammates but also to create a company that is considered, on a global basis, to be a standard by which all others should be judged.

If we are successful in accomplishing this then we will be able to "do good" by supporting and improving the lives of our fellow teammates, their families and our communities in general.

We accomplish this by having positive and supportive work environments where attitude and compassion are valued equally as much as aptitude alone.

Here through real effort and real investment, we actively contribute to each other's present and future well-being.

The company is an extension of our individual compassion and concern. We will work to foster meaningful and long-lasting positive change in the lives of our teammates and their individual communities.

We will do this by implementing policies and programs that invest our valuable time and money directly where we work and where we all live.