

CORPORATE VALUES

LEADERSHIP

We believe that leadership is a team effort built upon the mutual respect and fair treatment of employees, customers, and suppliers along with strong community relationships, all developed through honesty and accountability. By demonstrating integrity, humility, and trustworthiness our companies stand apart from our peers and make positive impacts in our communities. Everyone in the organization has the opportunity to lead by example: showing respect in all interactions, taking responsibility for their own actions, inspiring trust through honesty, and contributing to the success of our company.

PEOPLE

We have a personal and professional commitment to protecting the health and safety of our employees, customers, suppliers, service providers and the people in the communities in which we operate. Reliance believes that one person can make a difference, but that ongoing success requires a diverse team of dedicated people and companies working together to make a significant difference. Both the individual and combined strengths of our Family of Companies make Reliance the industry leader.

SERVICE

Our aim is to deliver value to our customers by providing the highest service levels possible. We deliver what we promise when we promise it, while always striving to improve and exceed customer expectations. Serving customers the right way is the only way we operate. Our customers, no matter their size, end market, or unique supply requirements, will never receive less than our absolute best effort to deliver excellence on all measures of quality and service. We strive to always be flexible and agile in servicing our customers' needs.

DIVERSITY

We value diversity in our people, products, and services. Reliance is rooted in the unique and diverse cultures within our Family of Companies. This diversity of skills, services, knowledge, and ideas is cultivated to generate new solutions and processing capabilities that enable us to adapt, innovate, and rapidly respond to the evolving and precise needs of our customers. We also continue to focus on what we do well, where we do it best, and maintaining a strong local presence in our markets. We maintain our unique company culture and core values despite external pressures.

INTEGRITY

We expect our employees to conduct themselves with honesty and integrity in all of their dealings with customers, suppliers, service providers, and the people in the communities in which we operate. Our responsibility and accountability to stockholders requires a diligent commitment to excellence and ethical business practices, ensuring sustainable profitability. Committed to honesty and fair dealings, we set the highest standards for business practices, adhere to applicable regulations, give back to our communities, and ensure a safe and productive workplace for our employees.

PARTNERSHIP

Success is grounded in loyal and trusting partnerships with our customers, suppliers, and communities. Building and maintaining strong relationships is critical to the way we operate and it is our goal to always develop and respect collaborative partnerships. Partnership means being committed to fair and trustworthy relationships with our customers, suppliers, and communities so they may be the best they can be.