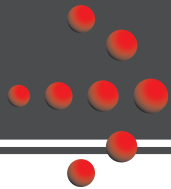


Bechtel



covenants

- 1. Treat Bechtel colleagues with mutual respect, trust, and dignity** and believe they are acting in the best interest of the company.
- 2. Help each other;** ask for and give help and welcome it freely (it is not a sign of weakness). Go out of the way to provide extra support to fellow employees.
Share experiences and lessons learned, both successes and failures.
- 3. Communicate early, honestly, and completely** with all who have a direct interest in the subject. Listen to others' points of view.
- 4. Earn trust** by accepting and honoring agreements, keeping promises, and discussing needed changes before acting.
- 5. Work to understand Bechtel goals and strategies** and proactively support them through discussions, communications, and actions (for example, sharing resources).
- 6. Never undermine colleagues** directly or indirectly.
- 7. Work jointly to resolve disagreements** in good faith. If necessary, go to a higher authority together, then accept and support the solution.
- 8. Contribute constructively** by exercising the highest level of professional and ethical behavior.
- 9. Promote continuous use of the covenants.**

