

SoCalGas Aspirational Culture Statement

We often talk about building or shaping our culture at SoCalGas, but we do not have a definitive statement that describes the culture we aspire toward. As the saying goes, "If you aim at nothing, you'll hit it every time."

Across the organization, we are all engaged in activities that shape our culture. An aspirational culture statement acts as a helpful guide as we undertake culture shaping work. Importantly, new initiatives should be mapped to our desired cultural state, to ensure that we have aligned our priorities and practices.

Our organizational culture is demonstrated and defined by the collective actions and behaviors of us all. More simply stated, our culture is the result of how we go about our day-to-day responsibilities. It is not what we do, but rather how we do it.

Intentional, or not, the culture of SoCalGas is, *"the way we do things around here"*.

When we consider how to reach our desired state, we look to what have always been our guide, our SoCalGas Values.

Our Values drive our thinking and direction.

Every SoCalGas initiative or activity, enterprise-wide or within a work team, should be able to align its goals, steps and actions directly to our organizational values.

Behavioral indicators represented by bulleted statements.

At SoCalGas we purposefully pursue our mission by fostering a culture that is grounded in our values:

DO THE RIGHT THING: *We are guided by our ethics, our focus on safety and our willingness to stand for what is right.*

- We hold ourselves and others accountable to act in the benefit of the public, our customers, our company, and each other.
- We are relentless in identifying and addressing risk.
- We know when to elevate issues and ask for help.
- We pursue a holistic approach to measuring performance and success.

CHAMPION PEOPLE: *We invest in people and value diversity and inclusion because it elevates performance and helps us partner responsibly.*

- We celebrate diversity and create space for differing perspectives, ideas, experiences, and strengths.
- We create open lines of dialogue, and foster transparency in decision-making.
- We are dedicated to the development of ourselves and others.
- We are passionate about the well-being of our employees and communities.

SHAPE THE FUTURE: *We are forward thinkers who innovate and collaborate with stakeholders to make a positive difference.*

- We acknowledge and grow from our mistakes.
- We challenge the status quo, invite questions, and foster healthy conflict.
- We successfully implement collective, creative problem-solving to complex scenarios.

We have a shared responsibility to enrich our culture through our collective commitments, actions, and connections.