

# DockStar Culture Statement

**At DockStar, we are building more than just industry-leading loading dock equipment and custom carts—we are building a community of passionate, driven individuals committed to a shared vision of excellence, growth, and integrity.**

## **Trust & Transparency**

We believe trust is the foundation of every great team. We foster an environment where transparency is valued, and open, honest communication is the norm. Every team member is empowered to speak up, share ideas, and know that their voice matters.

## **Loyalty & Support**

At DockStar, we have each other's backs. Loyalty means showing up for one another, celebrating successes, and supporting each other through challenges. We are stronger together, and we never lose sight of our collective goals.

## **Positivity & Encouragement**

A positive attitude fuels our progress. We encourage one another, celebrate wins—big and small—and approach every challenge with confidence and optimism. We believe that with the right mindset, anything is possible.

## **Solution-Focused Mindset**

We focus on solving problems, not just chasing profits. Every team member is empowered to bring solutions, not just identify issues. We value creativity, resourcefulness, and a relentless drive to improve.

## **Accountability & Assertiveness**

We hold ourselves and each other accountable. We are open to feedback and course correction, knowing that growth comes from learning. Assertiveness is welcomed—speaking up, taking ownership, and driving results are expected.

## **Sense of Urgency & Excellence**

We work with purpose and finish each day with strength and pride in what we've accomplished. We move quickly, act decisively, and never settle for less than our best.

## **Customer Focus & Sales Centricity**

Our customers are at the heart of everything we do. We listen to understand their needs and strive to exceed their expectations. Every role at DockStar contributes to our customers' success.

## **Collaboration Over Silos**

We move in the same direction, united by our mission. Silos have no place here—we collaborate, share knowledge, and celebrate collective achievements.

## **Growth Mindset & Humility**

At DockStar, we are "learn-it-all," not "know-it-all." We embrace change, seek out new knowledge, and approach every day with humility and curiosity. We know that our greatest achievements are still ahead of us.

# Who Thrives at DockStar?

**People who thrive at DockStar are those who are collaborative, accountable, and eager to learn.**

**They bring positivity, act with urgency, and are passionate about making a difference for our customers and each other. If you're ready to grow, innovate, and build something extraordinary, you'll find your home at DockStar.**

**Welcome to DockStar—where we build great products and even greater people.**