

THE CONSTITUTION

At Nexii, we don't do anything in half measures—to change the world you don't compromise. We strive to be the best in everything we do. That means having clear benchmarks that are far above the norm. The Constitution is our North Star—for our team, our products, and our processes. It shapes our beliefs and our actions to ensure we are always moving up.

NEXII

OURSELVES & OTHERS

LEAD WITH LOVE

Love is our primary way of being. It drives our mission—love for our planet and one another, and a desire to see humanity and nature thrive. We treat each other and our environment with respect, compassion, empathy and kindness.

WALK THE TALK

This isn't just a list of words—it's how we act every day. We lead by example, modelling the change we want to see in the world. Our actions reflect who we are and define our values.

FIND BALANCE

Life is about more than work. We prioritize our health and the overall integration of all aspects of our lives. We know balance looks different for everyone, so we each seek what balance looks like for ourselves.

PRIORITIZE IMPORTANT OVER URGENT

We contemplate first, and act second. We are responsive, not reactionary. We keep our eye on our long-term goals and make strategic decisions—not short-sighted ones.

MAKE IT SAFE

When it comes to wellbeing, we don't compromise. At the plant, on-site, at the office, at home and every point in between—health, wellness and safety are our foundation. We take the time to go through the steps and hold each other accountable, both for living well and staying safe.

CULTIVATE CURIOSITY

This is a learning culture. Curiosity is our starting place—it drives us to ask more questions, to seek and be receptive to feedback, to understand and embrace other viewpoints.

SUSPEND JUDGEMENT

We let go of assumptions and seek to understand before forming opinions. We are direct and avoid side conversations. We approach everything like a blank slate.

CELEBRATE WINS

We acknowledge each other's good work and celebrate milestones as we realize our individual and collective dreams.



NEXII

GO THE DISTANCE

We never leave someone else with a problem. If issues arise, we are there to make it right—no matter what it is. When solving problems and building relationships, no issue is too small.

CREATE EFFICIENCIES

We are wise with our resources—designing out waste and leveraging technology. We invest in our relationships, seeking strategic alliances. We keep an eye on the bottom line, ensuring our actions are driving towards sustainability and profitability.

EXECUTE WITH BRILLIANCE

‘Good enough’ is not in our vocabulary—we aim for better than the best. Every action and outcome is rooted in process and perseverance. Our execution is second to none.

WIN OR LEARN

We celebrate wins and we learn from the rest. Everything is an opportunity for improvement. We seek and embrace constructive feedback even if it’s uncomfortable. We welcome scrutiny—this is how we grow.

CHOOSE JOY

We don’t take ourselves too seriously. We value fun, self-care and a good celebration. We revel in each other’s success and call out good when we see it in action.

AIM FOR UNITY, NOT UNIFORMITY

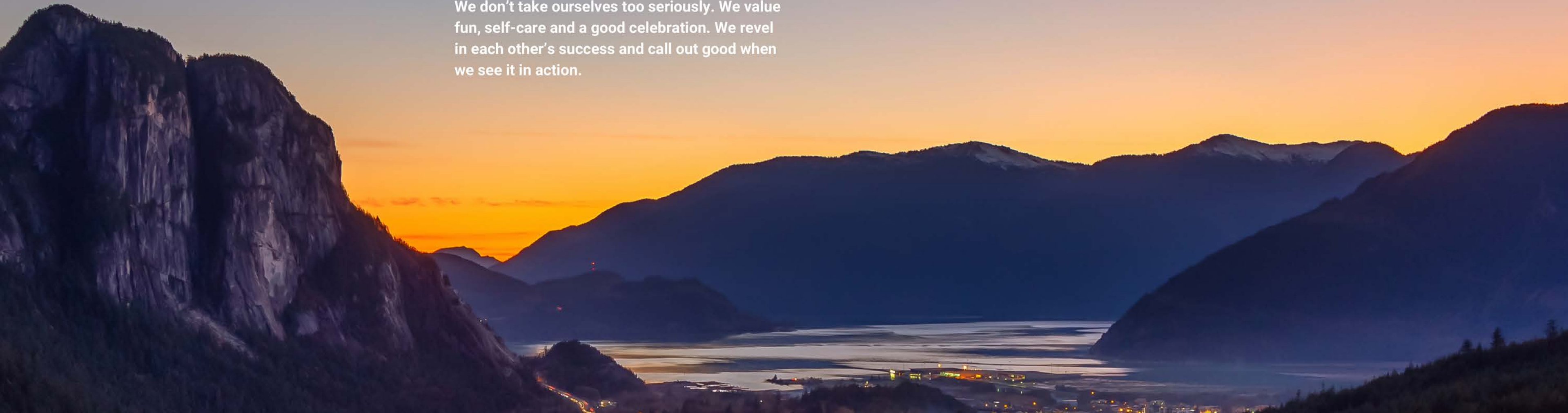
We are equals, as well as individuals. Ideological debate and different perspectives foster innovation and make us stronger. We embrace diversity and practice compassionate communication.

SET GOALS AND SEE THEM THROUGH

This is a culture of action and continual improvement. It’s how we make our big dreams a reality. We write our goals down, follow through on commitments and hold each other accountable.

SHOW UP-THROUGH GOOD TIMES AND BAD

We are fully present. We say what we mean and do what we say. We hold one another to that same high standard. When we are fully accountable—for our actions and outcomes—it leads to real results.



THE WORLD

INCLUDE EVERYONE

There is power in diversity. We make space, recognize bias, embrace dialogue and model inclusivity in beliefs, words and actions at every level. We celebrate diversity in backgrounds, thoughts and skills. We see you and your worth.

CHALLENGE THE STATUS QUO

We resist complacency. We challenge norms of business and push beyond 'good enough'. We look to the periphery of current thinking and step outside of our comfort zone—comfort and creativity rarely co-exist.

SHARE GENEROUSLY

Whether it's our time, our knowledge, our space, or our snacks, we are quick to share. We make every effort to be selfless and transparent with our knowledge and intentions—we are famously good hosts.

INITIATE REVOLUTIONARY INNOVATION

Action our primary imperative: to advance the global construction industry with ultra-sustainable products and services. Do it with focused energy, agility, adaptability and an entrepreneurial spirit.

LEAVE IT BETTER

We consider the future consequences of every decision and product we make. We embrace circularity in our approach to managing resources, striving for net-positive climate impacts, net-zero energy and zero waste. We transform living standards and strengthen community resilience in the face of the global climate emergency.

SPEAK WITH KINDNESS

We respect the absent and don't gossip. Instead, we catch people doing great things and acknowledge it openly.

DREAM BIG

We live in the improbable and imagine new possibilities everywhere. Our vision—unlimited livability—guides our relentless optimism. To create the future we want for humanity, we embrace optimism and keep imagining.

STAY HUMBLE

Our vulnerabilities are what make us human, so we embrace one another's flaws and aren't afraid to expose our own. We approach every interaction with humility.

NEX III

Change the blueprint. Change the planet.