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.
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.
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.
Change the blueprint. Change the planet.