

Leadership Commitment to Ethical Practices

Kent Companies is a 3rd-generation business with over 65 years of experience in all aspects of concrete applications. As a family-owned business, we place high value on supporting the people who work for our teams and the communities where we operate. Throughout my entire life, I witnessed strong and ethical leadership from my grandfather and my father who always made the people in their business the top priority. The greatest principle I learned from them is this: *Kent Companies is in the people business*. My grandfather said, “You’ve got to put your people first,” and that remains the foundation of our values today.

Kent Companies exists to serve the people who work on our teams and who live in our communities. To that end, we embrace **Four Hallmarks of Service** on a daily basis:

- **Safety:** We embrace a 100% hard hat, safety goggle and safety vest culture on every project site. Our priority is to ensure that everyone returns home safely every day.
- **Productivity:** We are pace setters, and we drive the schedule. We are the most productive contractor on site.
- **Quality:** Simply stated, our work looks good. We’re accountable to our customers for delivering work that exceeds expectations.
- **Customer Service:** We understand our customer’s needs and expectations, and we make them our priority. We are our customer’s problem solver and partner.



These hallmarks represent our values as we interact with our employees, our customers and the community. From a corporate perspective, it is our responsibility to return every employee home safely to their families every day. From a societal perspective, it is our responsibility to build a stronger community by delivering services with the highest industry standards and investing in community organizations.

I’m passionate about ethical operations because I’ve spent my career building a better construction industry. Every day I make decisions, in both my professional and personal lives that make ethics the top priority. Concrete is an industry that has allowed the Kent Companies family to make a positive mark on our community. As a leader in the construction industry, Kent Companies is helping to build the facilities and buildings that shape our business landscape and help the entire region grow. We work to create jobs that provide competitive wages, benefits and opportunities for advancement so that more families can earn a good wage.

I lead a company that puts people first because I believe it’s the right thing to do and because I want my daughters to learn the same lessons that I did from the generations before me. I believe that our business does best when we have close, and even personal, relationships with our employees, customers, suppliers, and competitors. I believe that raising the ethics standards for our business helps raise the bar for the entire industry and the business community.



Jeff VanderLaan, CEO