

Integrity

Respect

Excellence

Responsibility

Integrity

Respect

Excellence

Responsibility

Cabot **V**alues

Values Workshop



Cabot Values

In August, 2011 the Cabot Corporation launched workshops to introduce employees to a renewed set of corporate Values. The goal of the workshops is for employees to understand how the Values guide our day-to-day work life so that we are better equipped to “live” the Values by closely aligning our daily decisions and work behaviors with them.

The Values renewal process began in October, 2010 when approximately 600 employees, at over 30 sites globally, participated in focus groups to determine if the existing Values were still relevant to our employees, and to the current dynamic market. The focus groups recommendations were reviewed by senior leaders and Cabot’s Executive Committee. The Values of Integrity, Respect, Excellence and Responsibility emerged as our new set of core Values.

Cabot employees were first introduced to the new Values via a video from the President and CEO, Patrick Prevost. The video was available via Cabot’s Intranet and shown at All Hands Meetings at Cabot facilities.

Webinar train-the-trainer sessions were held globally for facilitators, including Senior Leaders, Facilities General Managers, and Human Resources staff. Workshop materials included another video by Mr. Prevost, a Leader’s Guide, a PowerPoint Presentation and a Participant’s Guide.

The four hour workshops began in August across Cabot’s global footprint. By the end of December almost all of Cabot 3900 employees at 41 sites, in 29 countries, will have attended over 150 sessions. The majority of the sessions were co-facilitated by a member of the Executive Committee or a Senior Leader.

The Alpharetta facility held six sessions for our 130 employees with the support of the Chief Information Officer, the Manager of North America Carbon Black Manufacturing and the VP of Human Resources as co-facilitators. Trainers from Alpharetta co-facilitated 18 additional sessions at US manufacturing sites.

The response to the new Values has been extremely positive. The commitment by Cabot’s senior management team to participate and engage in discussion of the Values has been noted and appreciated by attendees.

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Cabot Values

INTEGRITY

We expect adherence to the highest ethical standards through personal Integrity and compliance with all laws and regulations.

RESPECT

We are open, honest, straightforward, and trustworthy. We will respect others as we want to be respected ourselves. We listen and learn from each other, our customers, and the outside world. We believe teamwork is the ultimate reflection of collaboration, trust, and respect.

EXCELLENCE

We strive for excellence in everything we do. We do this through highly motivated and diverse employees who exceed the expectations of our customers and shareholders. Our passion separates us from our competitors, inspires us to achieve results, and contributes to our overall success.

RESPONSIBILITY

We take responsibility for people and the environment. We are committed to the well being of our employees and to the care of our environment. We conduct business activities in a way that is safe for our employees, our contractors and visitors to our sites, the communities we operate in, and our environment.

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ABOUT CABOT CORPORATION

Cabot Corporation, headquartered in Boston, Mass., USA, is a global specialty chemical and performance materials company. Cabot's major products are carbon black, fumed silica, inkjet colorants, aerogel, capacitor materials, and cesium formate drilling fluids. The company's website is: <http://www.cabot-corp.com>.

The staff at Cabot's Alpharetta, Georgia office serves North America Shared Services Center (*Customer Care, Accounts Payable and Receivable, Data Management*) NA Finance, NA Purchasing, NA Supply Chain, Global and NA IT functions, Carbon Black Sales and Marketing and Engineering.