

FGM CORE VALUES

Transparency

Honesty, character, and integrity form the foundation of our authenticity. We value truth and view mistakes as inevitable, and essential learning opportunities. Open discourse and disclosure build trust and accountability, enabling us to embrace hard truths and share information freely. Not 'throwing others under the bus,' does not mean sidestepping difficult conversations or overlooking problems. On the contrary, we recognize positive intent and address issues openly and constructively, focusing on facts and solutions versus appearance or other cosmetic considerations.

Risk Affinity and Validation

Enterprise risk-taking fuels innovation. FGM fosters a culture of support where team members confidently share ideas, and give, receive, solicit, and graciously accept feedback while valuing other points of view. We set aside doubts, fears, and uncertainties to act boldly and with conviction, viewing setbacks as growth opportunities. Open debate, challenging the status quo, and learning from mistakes are integral parts of our journey toward success.

Persistence and Resilience

Our mission to revolutionize how steel is bought and sold in North America requires us to value achievement, high performance, and personal agency. To make an impact, we aim to win and winning as a team is the best route to the podium. As self-starters, we meet adversity with strength and accountability, leaving mediocrity and lowest-common-denominator behavior to others. Resilience and the constant pursuit of excellence are key to overcoming challenges and achieving results.

Curiosity and Relentless Learning

Learning drives ideas, evolution, and growth. We seek curious individuals who actively pursue knowledge, exploring optimal ideas and methods to foster innovation. We value diverse perspectives and bold, off-the-run points of view. Collectively, they keep us sharp, adaptable, and ahead of the curve, acknowledging and embracing that there is always more to learn.

Situational and Self-Awareness

Grounded in research and data, we make reality-based decisions in a dynamic world. Staying mindful and present, we balance self-awareness -- understanding our own values and aspirations -- with an awareness of how others perceive us. This dual awareness supports personal growth and effective leadership, aligning our actions with our values while staying responsive to feedback

