



THE
WOODWARD
CONSTITUTION

REVISED 2023



A TRADITION OF INTEGRITY

The Woodward Constitution, the ideals of which have been part of the fabric of our company since its inception in 1870, was established to embody our core values. Our leadership team is dedicated to exemplifying the principles of the Constitution and fostering an environment that promotes its values.

As we look ahead, I ask all members to continue to embrace and uphold the Constitution, as it defines who we are and how we conduct business.

CHIP BLANKENSHIP, CEO



OUR PURPOSE

To design and deliver energy control solutions our partners count on to power a clean future.



WHO WE ARE

All of us...

- Are driven by ethics, integrity, and values.
- Embrace change, while respecting our heritage.
- Are and act like owners of our company.
- Foster an inclusive environment that values diversity and uniqueness of each member.
- Are highly regarded and respected in our industries.
- Are focused on delivering superior results for our customers and shareholders.
- Collaborate effectively in a global team environment.
- Are agile and responsive to changing landscapes and requirements.
- Are committed to a learning culture and continuous improvement.

OUR CORE VALUES

INTEGRITY

We do the right thing. Always.

RESPECTFUL & ACCOUNTABLE

We hold each other in high esteem and hold each other to high standards.

HUMBLE & DRIVEN

We're confident but not arrogant.
We're always striving for better.



OUR STAKEHOLDER PHILOSOPHY

Our philosophy is to serve our stakeholders well, while striving to balance differences in their goals and objectives.

Shareholders

As stewards for our shareholders, we strive to ensure they receive a return that represents a superior, long-term investment.

Customers

We are committed to partnering with our customers to deliver products and services that meet or exceed their expectations.

Members

We promote an environment that ensures safety, fosters diversity, inclusion and belonging, and enables growth, development and meaningful work.

Suppliers

We are invested in long-term partnerships with our suppliers, recognizing that our success is strongly linked to their performance and success.

Community

We cultivate a spirit of giving and volunteerism, and engage in our communities to ensure they are desirable places to live and work.

Environment

We leverage some of the brightest minds in the world and unique engineering capabilities to contribute to a cleaner future.



LIVING THE CONSTITUTION

The Woodward Constitution and its core values are the foundation of our Company, having conducted business with integrity since its inception.

We are committed to holding ourselves accountable to the highest standards of ethical conduct, striving to live our core values every day, whether we are interacting with our customers, suppliers or our colleagues, making business decisions, or otherwise engaging in activities affecting our stakeholders.

Demonstrating these values on a daily basis will ensure we continue to build trust, foster meaningful relationships, drive sustainable results for our customers and shareholders, and provide a great workplace for all our members.

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ALWAYS INNOVATING FOR A BETTER FUTURE

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