

A decorative graphic on the left side of the page, consisting of two overlapping semi-circles. The outer one is a dark teal color, and the inner one is a lighter teal color.

## Values Statement

- 1. As employees and contractors we are each committed to the company and to its vision, strategy and decision making processes. Issues are discussed openly and frankly and decisions are followed once made.**
- 2. We are each committed to abide by the company's policies and processes and to following the rules of any jurisdiction in which we work..**
- 3. We set ourselves corporate targets and develop pricing policies that reflect our value to the market place.**
- 4. We defend the interests of our company and we defend them with reason, respect and the recognition that we are just one of the many citizens of this world with a unique and valuable contribution to make to it and its future.**
- 5. We respect the interests and dignity of each individual within our company, with the recognition that each is a member of the team with a unique and valuable contribution to make to our vision and strategy. We value that individuals enjoy good working relationships with each other and with management. Everyone should feel comfortable in the workplace and that differences are respected.**
- 6. We each contribute to efforts for achieving the outcomes we set ourselves, in a considered way and as effective members of the Mayer team**
- 7. We value a culture of working for an outcome, while at the same time actively controlling our own work hours for a balanced, enjoyable and enriching work and personal life.**
- 8. We value a constructive discussion to improve performance of the team and of the individuals. We value that credit is given where it is due and we do not take credit from others.**
- 9. We make commitments to our customers, vendors and each other with consideration and make every effort to meet the commitments we have made.**