



Marine Fenders International, Inc.

VALUES

Marine Fenders International (MFI) is recognized as one of the world's premier manufacturers and providers of foam-filled marine fenders. Our good name is based on more than high quality service at a fair price. Although we are a young organization, our roots and relationships span two generations and share a common principal: We do the right thing in the right way, all of the time, whether or not someone is watching!

Our values have shaped the character and reputation of our company and are critical to our current and future business success. These values are:

- Respect
Listen to and value our teammates' opinions
Maintain our learning skills
Prioritize humility above self-importance
- Creativity: Service, Value, Performance
Think ahead and beyond conventional wisdom
Analyze and anticipate the consequences of our actions
Communicate before we act
- Empathy
How will this feel or appear to the other person or interested party?
Wards off hostility or indifference toward others
- Open Communication
Everyone is free to talk (and listen) to everyone; being open to input
Candid, constructive exchanges of information
We are different people representing different cultures, bound together
- “Engineered for Excellence”
Product and service quality are critical to our success
Strive to make it better, all the time; our customers have valuable perspectives
Our customers decide; exceeding their expectations is our goal
- Integrity
Steadfastly and openly sticking to our principles
Integrity is the key to trust; trust is the foundation for relationships
MFI's resources are to be used at work, for work, on-the-job

MFI's Code of Ethics (Code) is a guide to the moral principles and legal responsibilities we all share. It sets the standard for how we will conduct ourselves. It sets expectations and defines what the world expects from us.

Each of us is responsible for our actions and decisions. They should demonstrate that we live by the letter and spirit of this *Code*. Continuing to work as a team, and adhering to our high standards, we can look forward to an exciting and rewarding future.

Regards,

Gerald Thermos, President

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