



# 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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