

Our culture is critical to our success. Powerfully, it influences the excellence of our staff and the excellence of our business. Comprised of our Beliefs, Commitments and Values, we hold each other accountable to honour our Code of Conduct.

## We Believe – We Commit ...

- ⇒ *We believe that everyone is responsible for the success of Fielding and that Fielding has a responsibility to help everyone succeed. We commit to having the right culture, policies, management systems, and training to honour this belief.*
- ⇒ We believe in creating Responsible Profit derived from serving people and our planet. We commit to planning, doing and acting to honour this belief.
- ⇒ We believe that the trust customers extend to us is earned - one interaction at a time. We commit to providing quality products and services and to ensuring that employees are empowered to provide excellent customer service every day. We further commit to embrace the spirit of Win-Win to guide every negotiation and interaction.
- ⇒ We believe that Fielding should be seen by all stakeholders as a leading corporate citizen. We commit to provide the appropriate leadership, talent and contributions to serve our community. We further commit to welcome stakeholders and to communicate openly and transparently.
- ⇒ We believe that every accident and incident can be avoided. We commit to securing the right talent, training, equipment, communication and management systems needed to honour this belief.
- ⇒ We believe that Innovation is fundamental to our Sustainability. We commit to an annual investment of up to 10% of our revenues to honour this belief.
- ⇒ We believe that everyone should demonstrate pride of ownership in all we do. We commit to provide appropriate disciplines, systems, training and equipment needed to honour this belief.
- ⇒ We believe that we work smarter and safer when our physical, emotional, intellectual and spiritual needs are met. We commit to provide fair policies and flexibility to help honour this belief .
- ⇒ We believe we grow through and with others. We commit to seek and nurture alliances and partnerships to accelerate growth, innovation and knowledge.
- ⇒ We believe that people should feel motivated and be rewarded for their contributions. We commit to provide a fair compensation program, recognition and rewards for exemplary performance and to a transparent profit distribution program.

Dated August 1, 2013

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Chair & Principal

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Secretary & Principal

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CEO



## Responsible ...



For my own and other's Safety  
For Continuous Learning  
To Communicate Effectively  
For Peer Recognition  
To be Transparent  
As an Ambassador for the Company



To our Credentials  
To the 3R's  
(Recycle, Reuse and Reduce)  
To our Community  
To move us closer to our Vision  
Find and adopt Best-In Class Technologies



To Our Customers  
For Excellence  
To enable the Company's Growth  
For Transparency  
For Responsible Profit  
To Benchmark against and improve best Management Practices  
To demonstrate Integrity

## Dignity ...

Embrace and Leverage Diversity  
Communicate and Act with Compassion  
Be Fair  
Show Respect for Self and Each Other  
Foster Engagement  
- Best ideas are the product of collective thinking

## Collaborative ...

With Customers  
With Each Other  
With Community  
With our Industry  
With Academia  
Access talent outside the company to accelerate Success

## Entrepreneurial ...

Be Innovative  
Embrace Innovation  
Demonstrate a Can-Do Attitude  
Be Tenacious - **Persistent**  
Be Passionate  
Optimize Partnerships  
Invest in Research  
**Make a Difference**

## Fun ...

Commitment to:  
Life/Work Balance  
Wellness  
Be Positive  
Socialize  
Be Friendly  
Recognize and Reward Achievement  
Celebrate Success

I hereby certify that I have read and understand the Code of Conduct document and will comply with these principles in my daily work activities.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date