

## TEN Values, Culture and Principles

### Our Values, Culture and Principles Vision:

*"Together we create the success of TEN"*

At TEN, we believe good culture stems from strong values and ethical principles. Together we create and celebrate the success of TEN. The "TEN Values" are the foundation of our corporate culture that shape who we are, how we do business, and how we define success.

### Our Values:



- Always tell it as it is, open honest communication
- Talk face to face, never behind one another's back
- Always be truthful and sincere



- Always behave ethically and professionally
- Deliver on our promises
- Stand up for our values
- We will right our wrongs



- Trust that everyone aims to do the right thing
- Trust that support is available when needed
- Trust that you will not be let down
- Trust the decisions and processes will ensure our wellbeing



- Accept responsibility for what we say and do
- We all take ownership of continuous improvement opportunities
- Dig in and get it done
- We are all accountable for the success of TEN



- Do right by one another
- Value all people and cultures equally
- Never insult or mistreat others
- Respectful of opinions that are different from yours



- As a team we create the success of TEN
- We are proud to put our name on everything we do
- We are proud of the presentation standards of TEN
- Proud to be part of the TEN team

**Corey Scott**  
Managing Director

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