



ENVIROFIT®

SMARTER LIVING

CULTURE CODE



OUR CULTURE CODE

Envirofit's Culture Code is the force that **powers** our company and **empowers** our customers. It is who we **aspire** to be and how we **inspire** others. It is the blueprint for the talent we attract and the employees we aim to be.

Passion - We believe in our products and our market-based approach to problem solving.

Impact - Our bottom line is sales & adoption

Accountability - We are committed to understanding why, asking the hard questions and taking responsibility for our decisions.

Integrity - We insist on honesty, integrity and fairness in all aspects of our activities

Innovation - We are committed to working in the world's most demanding environments

Scalability - We invest in solutions that are scalable.

Teamwork - We can do more together.

Passion - We believe in our products and our market-based approach to problem solving. We are deeply passionate about the work we do and the impact it has on our customers, their communities, and the environment. We believe that economic opportunity, not empathy, is the tool to transform lives and economies in poverty.

Impact - We are a sales and impact driven organization. Our bottom line is beyond sales –its adoption. We design our products to change lives and we know that can't happen unless our customers like the product, purchase it, know how to use it, and do. We are committed to making sure people not only buy our products but benefit from them.

Accountability - We are committed to understanding why- even if this means asking the hard questions of ourselves and our peers. We take responsibility for our decisions and our outcomes and are not afraid to admit mistakes and move forward. We take calculated risks and are not afraid to fail. Learning from our mistakes is the stepping-stone to progress.

Integrity - We insist on honesty, integrity and fairness in all aspects of our activities and expect the same in our relationships with all those with whom we work. The direct or indirect offer, payment, soliciting and acceptance of bribes in any form is unacceptable and illegal. We are likely to encounter complex situations in the many countries and cultures in which we do business. Despite this variety of situations, our principles on integrity do not vary are upheld across the globe in each country in which we work.

Innovation - We are committed to working in the world's most demanding environments- this requires out of the box thinking, listening to our customer and innovating across the value chain. We are more than a product innovation company. We innovate at every level - from how we supply products to rural areas, and how we train and equip our sales agents, to how we educate our customer and help them finance their purchase. Pioneering new markets means innovating across the design, supply, and distribution chain.

Scalability - Large-scale solutions are the answer to large scale problems. We invest in solutions that are scalable. We are open to trying new ideas failing fast, learning quickly, and getting to the right solution. Everything we do must be scalable and adaptable.

Teamwork - We can do more together. We are a team of people who commit 110%, who go above and beyond to produce results. We are not here to simply earn a living but to transform lives. We support each other when we are right and respectfully challenge each other when we are wrong. This helps us move as a team towards a common goal.