

# CORE VALUES FOR DIAND EMPLOYEES

**AS A DIAND EMPLOYEE, I ASSUME INDIVIDUAL RESPONSIBILITY AND ACCOUNTABILITY FOR BEHAVING CONSISTENTLY WITH THE FOLLOWING VALUES:**

## **RESPECT**

I put people first, recognizing their dignity and knowing that individual and cultural differences strengthen DIAND.

## **BALANCE**

I recognize that I am more productive when I lead a balanced life. I strive to achieve a balance between work, family and community responsibilities.

## **INTEGRITY**

I do what I say I will do. When my actions match my words and I fulfill my commitments, I am contributing to a more positive work environment.

## **HONESTY**

I tell the truth. I avoid giving mixed messages, or saying different things to different people.

## **FAIRNESS**

I make decisions objectively, without favoritism. My decisions lead to the just and equitable treatment of employees, partners and stakeholders.

## **TRANSPARENCY**

I explain my decisions and actions clearly, hold them open to scrutiny and ensure that they reflect the best interests of the organization, its employees, its partners and its stakeholders.

## **COMMITMENT TO LEARNING**

I seek opportunities to learn continuously. I do not blame myself or others for honest mistakes.

## **MUTUAL SUPPORT**

I am a contributing member of the DIAND team. I look for ways to help and support others in the shared accomplishment of DIAND's objectives.

