

QUANTIAM, A CANADIAN TECHNOLOGY COMPANY

WHO WE ARE

- **WE ARE DEDICATED**, as a team, to develop innovative new products, using our specialized knowledge, experience, dedication and tenacity to succeed.
- **WE STRIVE** to better our world through science, technology and innovation.
- **WE EXCEL** in the advancement and commercialization of high-value, worldfirst, disruptive new products that benefit our company, our community, society, the environment and the ecosystems within our world.

CORE ACTION STATEMENTS

- **SAFETY FIRST**: constantly strive for no losstime by any of our employees, contractors, customers or suppliers.
- **RESPECT FOR EACH OTHER**: promote trust and encourage collaboration and open communication.
- **UPHOLD INTEGRITY**: always and unwavering in everything we do; maintain professionalism, trust and sound judgement at all times; ensure all are recognized for their ideas, work and contributions.
- **HIGHEST QUALITY OF WORK**: strive for excellence and lead by example.
- **RESPONSIBILITY & ACCOUNTABILITY**: undertake and respect applicable levels of responsibilities and accountabilities.

*Together as a team, we learn more,
work more smoothly and productively,
work smarter, better and more efficiently
within a healthy and safe environment
of continuous innovation.*

CORE BASIC VALUES

- **RESPECT**: We respect all of our employees, contractors, and representatives of our suppliers and customers, regardless of their age, gender, cultural heritage, religious beliefs or sexual orientation.
- **AN OPEN & RESPECTFUL WORK CULTURE**: We strive to have an open working culture within our company that values all of our employees, their ideas, their visions, their dreams and their contributions. All doors are open: dialogue is critical and encouraged at all levels to secure our success.
- **SUSTAINABILITY**: We strive to secure the sustainability of our company through the collective contributions of our employees.
- **CHALLENGES & HARD WORK**: We are not afraid of challenges or hard work; we have a hands on, can-do approach to all challenges; we readily recognize and include complementary expertise needed to meet our goals.
- **CHANGE & INNOVATION**: We recognize that change is constant and that innovation is critical to our success.
- **CONTINUOUS IMPROVEMENT**: We embrace continuous learning and improvement; we set goals and strive to meet them in a timely and cost-effective manner.
- **TEAMWORK**: We strive to create the necessary cross-functional, multi-disciplinary teams, enabled with the necessary resources and authority to act; we support our teams through to the successful completion of their tasks.
- **EXCEPTIONAL, WORLD-FIRST PRODUCTS**: We strive to a level of work achievements that are not substantial, but targetted to be exceptional, to be world-first in all that we do. We make today count, and we are ready to meet tomorrow's challenges!