



# Machinio Core Values

## Hard Work

Doesn't always guarantee success, but successful people always work hard.

## Own the Result

We take ownership and hold ourselves accountable for our choices and results.

## Never Make the Same Mistake Twice

## No Assholes

We're a team, we show up for each other, act with empathy and bring our authentic selves to work every day, no BS.

## Embrace Change

Change is the only constant. If we are not continuously changing, evolving, and improving, we're falling behind. Move fast and break things!

## Transparency

Share more, learn more. We communicate internally and externally with unwavering candor, honesty and respect.