



## SPLASH CULTURE CODE

### **We Believe...**

Upholding our company culture is everyone's job. Speak up if someone isn't. Coming from a place of contribution, never taking more than you give. No Assholes allowed, including spouses & significant others. Supporting team members, ethics before commissions. Always bring a positive attitude into the office, if not, don't come in.

### **Our Team Is:**

1. Collaborative
2. Hardworking
3. Trustworthy
4. Ethical
5. Experts
6. Resourceful

**These are the values that guide our business, our reputation and our brand. As our company continues to evolve and grow, these values will remain constant.**

1. **Open company, no bullshit.** Openness is the root level for us. Information is open internally by default and sharing is a first principle. We understand that speaking your mind requires equal parts brains (what to say), thoughtfulness (when to say it), and caring (how it's said).
2. **Play as a team.** We spend a huge amount of our time at work. So the more that time doesn't feel like "work," the better. We can be serious, without taking ourselves too seriously. We strive to put what's right for the team first – whether in our meetings, with our clients or helping each other inside & outside the office.

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**NAME**

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**DATE**