

## Offerista Company Values

### 1. **We have the courage to think big.**

We perform our work with an open mind. We focus on opportunities instead of problems and we don't set up roadblocks for ourselves when we have to find solutions. We are not afraid to have dreams and visions, and we let them be our guide in the face of challenges. The magic happens when we think bigger than we need to.

### 2. **We create the best product and know what our users need.**

We are inspired by our users. Our focus on their preferences and shopping needs is at the heart of our company's continued growth. We always keep them in mind while exploring new ideas or concepts. If our customers and users have conflicting concerns, we give precedence to our users. Whether directly or indirectly, each of our teams does its part to improve the user experience, for example, by incorporating new ideas and user suggestions.

### 3. **We work with passion, never stop having fun, and always stay hungry.**

We focus on the pros and strengths of our work, our coworkers, our company and our connection to all of them. We are a positive team with a shared passion that gives us energy and motivation for our work. It's what keeps us alert, inquisitive and eager to do our best every day.

### 4. **We fail early, get back up and learn.**

A central part of our job is to try out new things on a regular basis. Failure is always a possibility in that process – a fact we accept and do not fear. The most important thing is that we quickly reach a point where we can judge whether something will work or not. We talk openly about, and learn from, our mistakes.

### 5. **We stay focused, value simplicity and start finishing.**

We all deal with a wide variety of tasks every day, though not all of them bring us and our team closer to achieving the company's larger goals. We make it a point to reflect on the things that are really important to us and use all our resources to push them forward. We strive for simplicity, act with integrity and disregard less promising things. After all, making the choice *not* to do something is just as important as making the choice to do it.

**6. We are always sharpening the saw. We develop ourselves, our team & Offerista.**

Ongoing learning, professional development and optimization are big priorities at Offerista. We know that investing wisely in ourselves, processes, automation and refactoring may take time upfront – but that it more than pays off in the long run. We all assume responsibility for ourselves and our work, recognize when we need to act and take whatever measures are necessary to be the best we can be (by initiating professional training courses and job shadowing opportunities, optimizing processes, etc.)

**7. We build partnerships that last.**

Our relationships are based on the assumption of a positive intention. And until there is evidence of the opposite, we are trusting in our encounters with coworkers and business partners. We always value and show respect towards other individuals, their work, their achievements and their time.

**8. Feedback is a gift. We are constructive and stay true to ourselves.**

We know that we can only grow individually and as a company by giving each other feedback. We are honest with one another. We don't talk about people behind their backs when issues arise: we communicate with them. While giving and getting feedback, we are constructive, helpful, positive, and always have the company's bigger goals in mind. We benefit far more from finding solutions than placing blame on others.

**9. We live trust and transparency – and love responsibility.**

We can be confident that we are all experts in our respective fields, and that we make decisions to the best of our ability in order to benefit ourselves, our company and its goals. We exchange important information with one another and know we can rely on others to handle sensitive data in a professional manner. We see freedom and responsibility as two sides of the same coin. We hold ourselves accountable for our thoughts, convictions, words and actions. We don't have hidden agendas or get caught up in politics or schemes. Instead, we put our energy into creating a positive work environment where we can work together to achieve our goals.