



Employee Value Proposition

2023





We are a People-first company with the following values:

Curiosity

We are open to new ideas and fresh perspectives, always ready to challenge ourselves and the status quo. We never settle, never stop improving and never stop learning.

Can-do

We welcome challenges and don't shy away from problems. Flexible, agile and adaptable, we step up and get things done – with energy and enthusiasm.

Accountability

Constantly striving for excellence, we take ownership and responsibility, pushing ourselves and each other. We check in, follow up, own our mistakes and fix them.

Simplicity

We keep things simple and straightforward, make them easy and uncomplicated. We focus on transparency and clarity, working with integrity and sincerity.

Communication

We believe that communication is at the heart of collaboration. We value diversity and individuality, listen with our hearts and heads and are honest and kind, clear and direct.

Wellbeing

To work well, do well and live well, we need to be well. We make work a happy, healthy and flexible place, celebrating achievements and each other. And take time out





People-first culture

Flexibility

We understand that life happens – burst water pipes, dentist appointments, and school concerts. We give you flexible hours to work around fitting it all in.

We refer to it as '**Responsible Flexibility**' by making you responsible for letting your team know where you are and updating your calendar. As we are a predominately work-from-home environment we trust you will stick to this responsible flexibility.

We enable working from home with providing all the necessary equipment like monitors, headsets, loans for home office set up requirements.

People-first culture

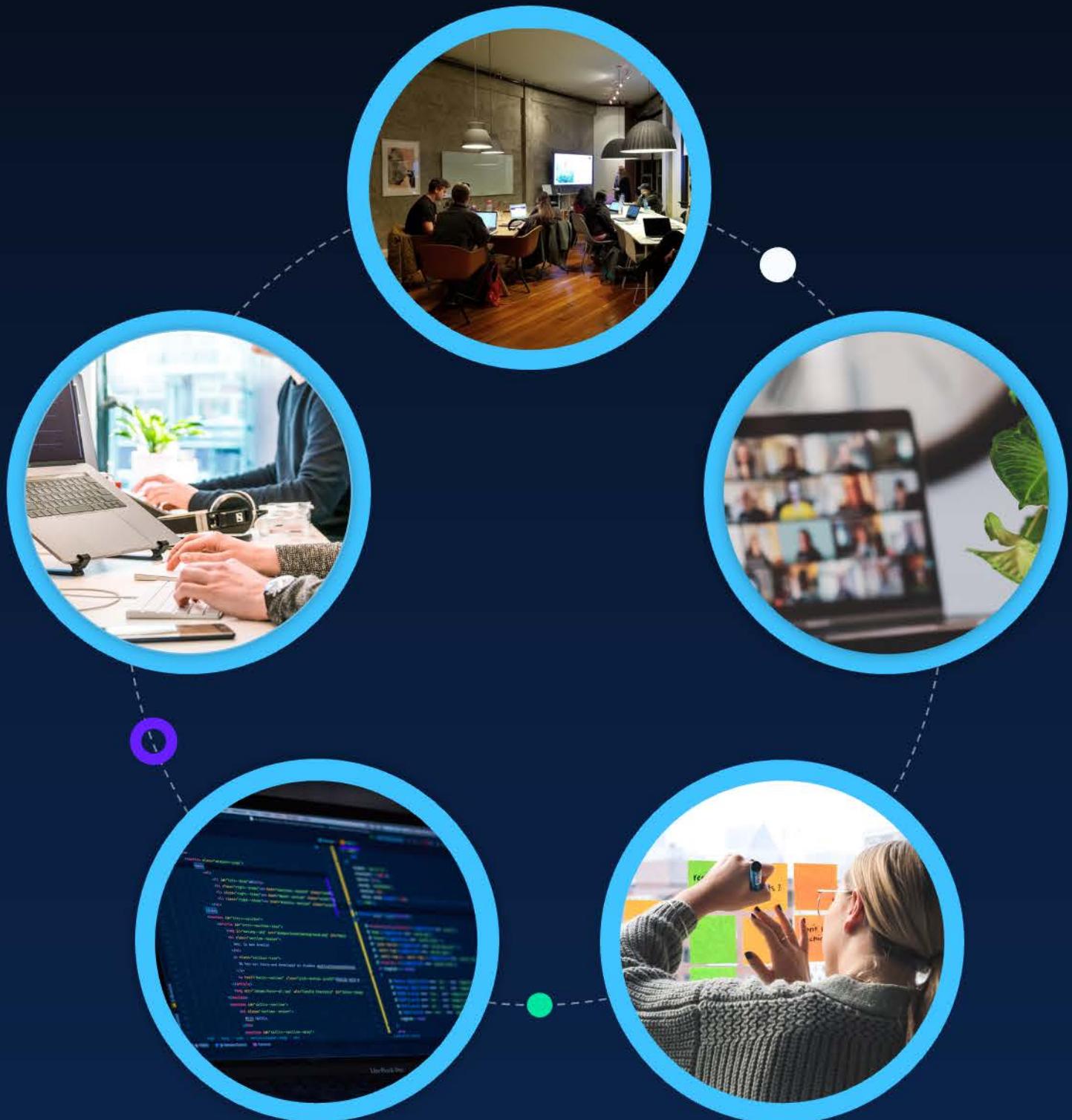
Collaborative

We have a culture of autonomy that is balanced by collaboration.

Across teams. Across geographies. Across competencies. Always inclusive.

We take as much pride in our work as we do helping each other. Being collaborative is part of our DNA at all levels in our business.

** We offer referral bonuses for introducing A players into our business*





People-first culture

Wellbeing

To work well, do well and live well, we need to be well.

We value mental and physical wellbeing and life outside of work. So, we make work a happy, healthy and flexible environment wherever that may be.

We also have a library of tools and talks available for our people to draw on when needed.

We celebrate achievements and each other. We reach out and lean in.

We take time out. We spend time with our communities – we don't miss out.

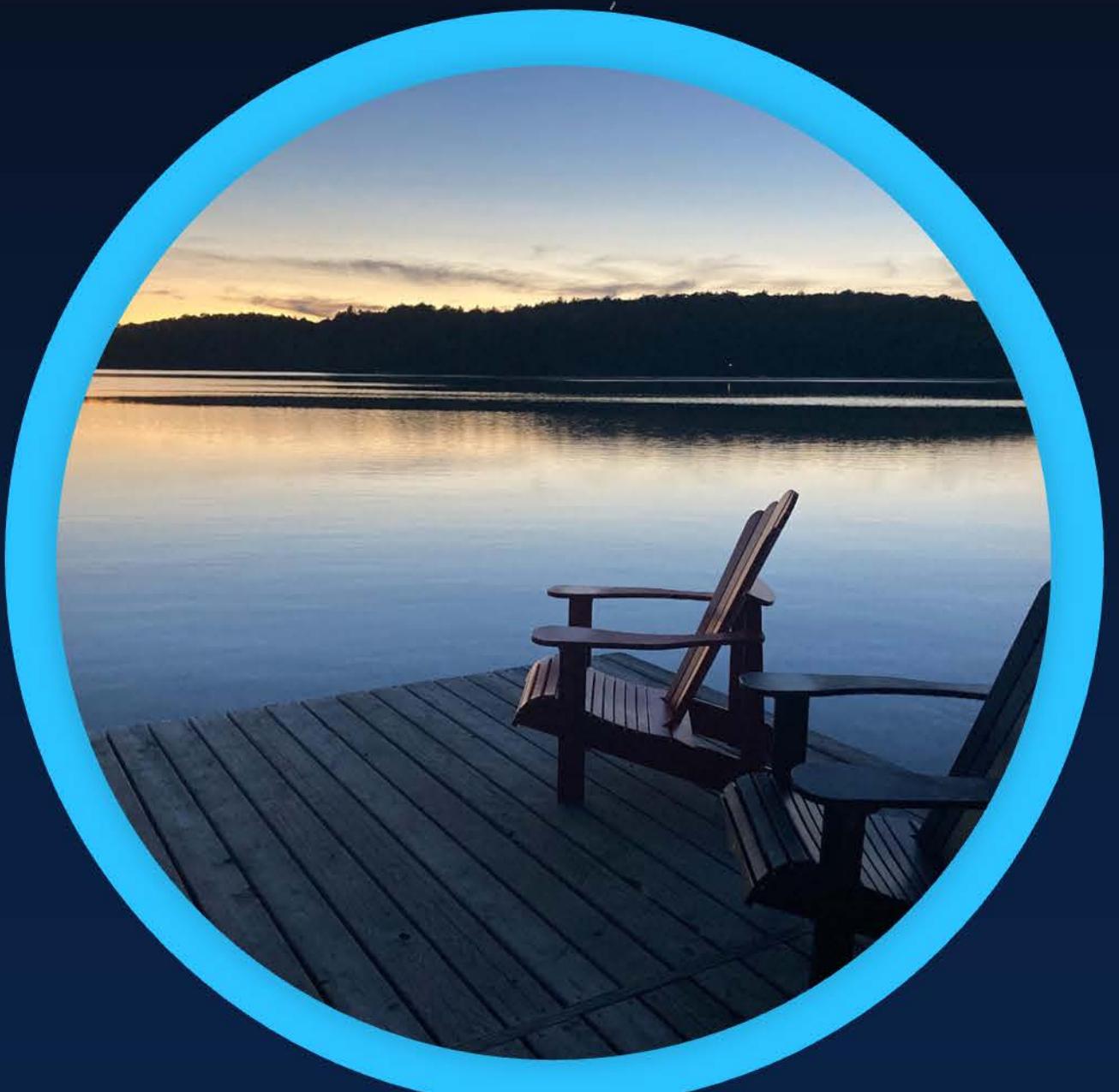
People-first culture

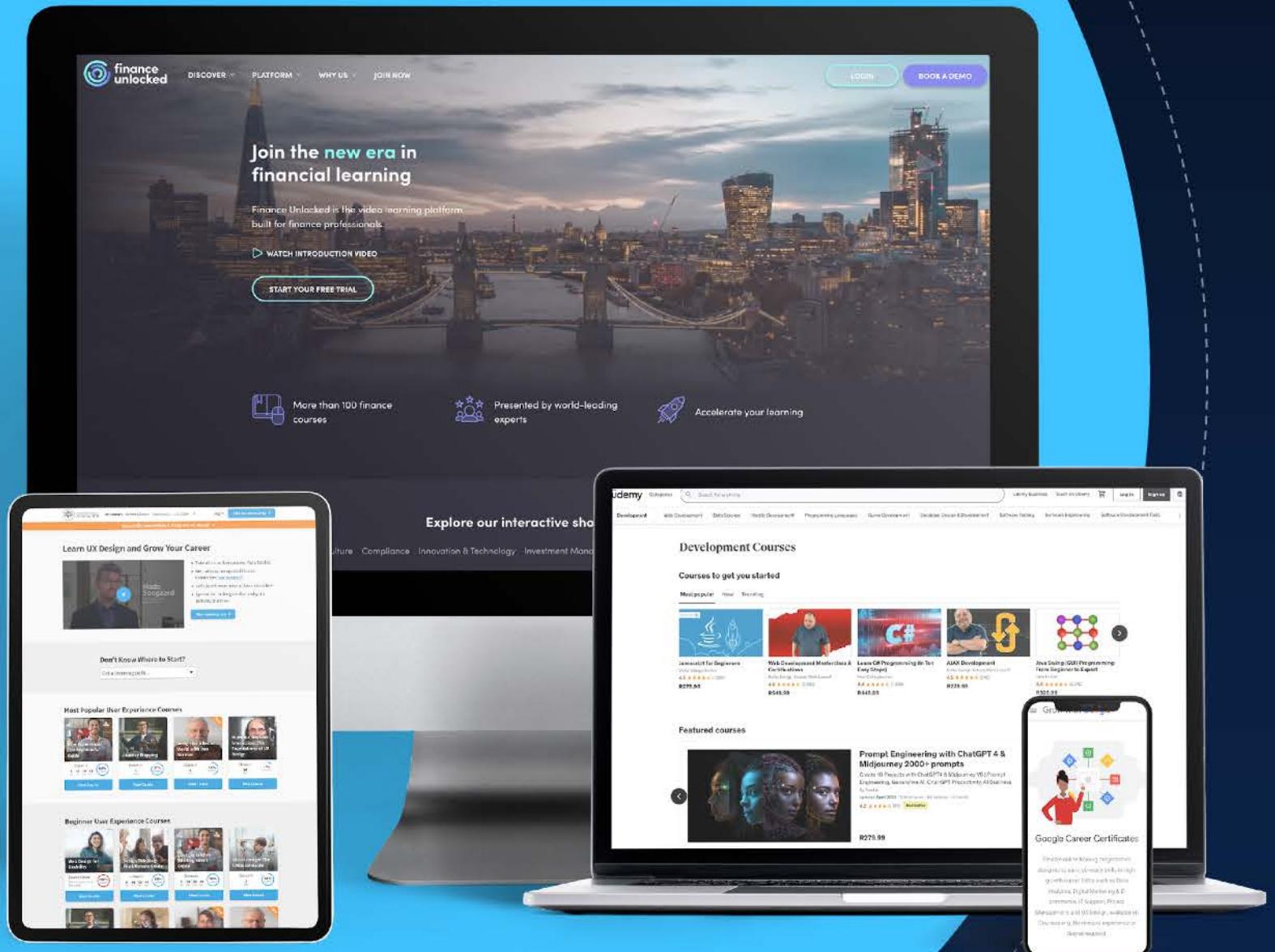
Time off

We strongly believe that you need time out to recharge.

We encourage you to take leave regularly to re-energise. We offer generous parental and bereavement leave to all our people, even when moving home.

We give an annual volunteer day's leave to allow you to make a difference in your community.





People-first culture

Learning

We believe we should never stop learning or teaching ourselves.

About technology, our clients, their challenges, what works, what doesn't.

We learn from our mistakes, our wins, and from each other.

We have regular feedback sessions, developer forums, guilds, hands-on coding sessions, and networking opportunities.

You'll also get access to a wide variety of online courses, other training initiatives and programmes with a monthly learning budget.

You choose how you use it.

People-first culture

Appreciation

We appreciate and value you. We celebrate personal and professional wins.

- Every year we have consistently issued performance bonuses despite global economic conditions
- After two years, you can choose to either get a phone contract, a monthly Uber travel voucher, fuel allowance or contribution to your Wi-Fi
- After three years, you can apply for a work-related bursary
- After five, you'll get an extra three days leave a year
- And after ten, a three-month paid sabbatical



People-first culture

Fun

Last, but definitely not least...

In a predominantly remote working environment, we understand the need for in-person get togethers. Our company outings have become somewhat legendary. Well, at least around here.

With people and teams being spread geographically, we also hold virtual events that are well attended and extremely entertaining.

