



# Code of Ethics

In our company, we are dedicated to creating a space for free expression for all our team members. Similarly, we strive not to perpetuate any biases or stereotypes in our creative work.

We commit to provide equal opportunities to contribute to our projects and grow within the company to anyone regardless of race, gender, creed, age, sexuality, family status, disability, or nationality. Any kind of hatespeech, harassment, and discrimination will not be tolerated. We consider it crucial to foster and uphold these values even as the company grows.

In order to make sure everyone feels safe and respected in our company, we encourage transparency and honesty among us, as well as a healthy work-life balance for each one of us. We also hold regular team meetings where any issues regarding the company's inner workings are discussed and everyone in the company is free to voice any concerns or comments in a safe setting.

Two specific people are designated within the company to collect data and report annually on gender and other equality in the workplace. In this way we aim to maintain a complete absence of any pay gap between personnel in the same positions.

Should this code of conduct be violated, the same two persons are to be contacted privately for assistance and support. They are to ensure that all the steps necessary for resolving the issue are taken as soon as possible.

## The specific steps include

- Both the designated persons will create a mediation session focused on the particular issue in the center of the ongoing conflict. The session will take place as soon as possible and include everyone involved in the conflict situation.
- The approach or behavior deemed acceptable by the company in these or similar situations, will be clarified in detail. This approach will always abide by the principles in our Code of Ethics. Everyone will also be required to act accordingly in these and similar situations from then on.
- If violations continue without change, steps will be taken to terminate the cooperation with the offender.

The original of this document is signed by all of us and physically accessible in our offices.

