

WORKPLACE CULTURE STATEMENT

At Brother Wolf, we choose to create a safe, open, and diverse workplace for ourselves, so that everyone involved in our organization feels respected and valued. By agreeing to employment with Brother Wolf, an employee is agreeing to adhere to the following cultural principles:

- *We honor and respect our opinions and differences.*
- *We include, rather than exclude, people.*
- *We practice proactive listening and seek to understand each other.*
- *We give and take feedback directly from the individual wishing to give it, and we are open to giving and receiving feedback.*
- *We agree to resolve conflict as it arises, as necessary, and face problems directly, with the appropriate person.*
- *We do not gossip.*
- *We give others the benefit of the doubt and work hard at making positive assumptions for all people.*
- *We respect our shared workplace and take care of it by cleaning up after ourselves and taking an active role in improving our environment.*
- *We take a shared responsibility for Brother Wolf's reputation, stewardship, and organizational health, and do not act in ways that will negatively affect the organization.*
- *We own our mistakes and take accountability for them.*
- *We believe in giving the highest level of customer service to visitors and work together to create a welcoming, inclusive environment.*
- *We take seriously the role we each play in providing the resources the organization needs to fulfill its mission.*
- *We create and maintain boundaries to protect our personal space and time, and we respect the personal space and time of our colleagues.*
- *We respect each other's emotions, and we respect the fact that our work can often be emotionally difficult. We support each other's well-being and mental health.*

