



Makerist

**CODE OF
CONDUCT**

Dear **Makerist** team,

Together, we are on a mission to bring more ease and joy to millions of DIY enthusiasts. As our community grows, each of us must take on more responsibility. We want Makerist to stay a safe, productive and sustainable environment and an enjoyable working space for everyone. We do not want to establish too many rules but rather set a framework that guides our decision-making and helps us to act in a responsible and sustainable way.

This Code of Conduct defines our standards in SOCIAL, ENVIRONMENTAL and ECONOMICAL aspects of our work. It applies to us as a team working together, and also to our interactions with our community, customers, and partners. The core of each of our three standards is: We don't accept any offensive behavior. It's counter to our

company values. More importantly, it's counter to our values as human beings.

Thank you for doing your part to make Makerist a success and a wonderful place to work,

Axel and Amber

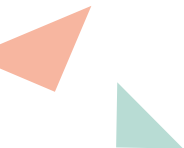


SOCIAL STANDARDS

We all deserve to work in an environment, where we are treated with dignity, respect and appreciation.

We are committed to providing a workplace free from discrimination and of all types from abusive, offensive or harassing behavior. We don't allow any kind of discriminatory behavior based on race, gender, religion, age, color, national origin, physical appearance, disability, sexual orientation, gender identity or any other personal attributes.

We always act with respect towards our colleagues, their opinions and ideas and encourage appreciation for each other and each other's work.







WORK WITH HEART
not just hard.

ENVIRONMENTAL STANDARDS

We treat our company's resources, whether material or intangible, as well as our environment with respect and care. We are all responsible for maintaining our office in a way that is comfortable for everyone.


As a workplace for many, we try our best to maintain a state of neatness and cleanliness by cleaning up after ourselves but if we see a job we do not hesitate to do the job.



ECONOMICAL STANDARDS

Our economic decisions are set to scale our business to ensure long term sustainability and relevance for our community, customers and partners. Agility, courage and creativity are necessary to constantly improve our business. This means that each of us has to make many business decisions every day. When making such decisions, we will be guided by the principle to always act in the best interest of Makerist. When allocating resources, selecting partners, dedicating time and energy, we will keep in mind the principles of long term sustainability and relevance for our community, customers and our partners. In cases of conflict and ambiguity, we will seek transparency and involve our colleagues and team leaders.

We are aware, that this Code of Conduct cannot address every issue and circumstance. We are certain,



that in ambiguous instances we will all apply common sense, wisdom, transparency and decent ethical standards to achieve the best possible outcomes for us as a team, our community, customers, and partners – for Makerist.

We are all responsible to follow our code of conduct and fill its framework with life. If you're not feeling comfortable, notice that someone else is not feeling comfortable, or have any other concerns or ideas for improvement, please contact your team leaders, Axel, Amber or Marlena. We commit to resolve the issue, and in doing so we strive to maintain confidentiality.

After all, we all just want be happy and prosper, which is best achieved when we are considerate and supportive of one another.







WWW.MAKERIST.DE

Stand: Mai 2017