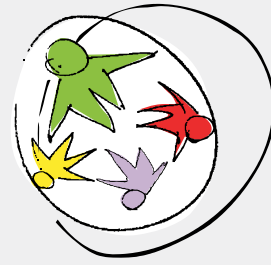


Our Community Manifesto



WHAT WE BELIEVE:

- ▶ We believe in the power of the community sector
- ▶ We believe in human capital
- ▶ We believe in equality
- ▶ We believe women have equal rights to leadership roles
- ▶ We believe technology is a key to accelerating our reform agenda
- ▶ We believe laughter is good
- ▶ We believe work can be a place to make friends for life
- ▶ We believe business is good and can do good
- ▶ We believe treating people with respect gains respect
- ▶ We believe mayhem is not only healthy but critical

WHAT WE DO:

- ▶ We build stronger communities
- ▶ We create, curate and share knowledge and experiences
- ▶ We listen, then we act
- ▶ We revolutionise markets
- ▶ We ignite and accelerate
- ▶ We convene and connect
- ▶ We put back into the community that we work with

HOW WE WORK:

- ▶ We strive for fairness
- ▶ We are failure tolerant
- ▶ We take risks
- ▶ We question authority
- ▶ We use our balance sheet to create social change
- ▶ We believe in a work environment that allows for an authentic life balance
- ▶ We accept increments, but strive for revolution
- ▶ Ethics, inspiration and innovation are at our core
- ▶ We value our flat structure: we share the cleaning as well as the decision-making
- ▶ We celebrate success and learn from our mistakes
- ▶ We are dogmatic and passionate

OUR IDEAL ENVIRONMENT - THE EDGE OF CHAOS:

“The estuary region where rigid order and random chaos meet and generate high levels of adaptation, complexity and creativity.”

READY, FIRE, AIM