



Solita as a workplace

Five things that give our culture its power, and why it matters to us.

SOLITA



FOREWORD

Why this matters to us?

At Solita, we want to help solve some of the trickiest challenges organisations and societies have.

We can only do this when we come from a healthy place – as individuals, in our teams and as a company.

THREE THINGS HAPPEN WHEN WE GET THIS RIGHT:

1

Solita is a happier place to work

2

We create dramatically greater impact for customers

3

We achieve better business outcomes





FOREWORD

Culture is an elusive thing.

As we grow, it becomes even more important to understand our culture and to agree on its essentials.

Here's why we want to write this stuff down:

- To help us defend and preserve our culture's fundamentals – so we resist the cultural erosion that can come with growth.
- To guide our decisions and behaviours – helping us translate values into action.
- To keep this a great place to be – so we go to work two steps at a time (most days).





FOREWORD

Guess what?

We don't always get these things right.

Naturally, **we fall short of our ideals every now and then.**

Under the pressures of our work, it's easy to cut corners, take our colleagues for granted, or just get things wrong.

Let's forgive ourselves when we fall short – but **recommit to the work that keeps our great culture alive.**

It's worth it.





Solita as a workplace

Five things that give our culture its power.

**Come
as you are**



**You are
cared for**



**You are
trusted**



**You keep
growing**



**This work
matters**



Come as you are

There's no one 'type' here
– might as well be yourself.



Come as you are

We are a **community of communities**, operating in European countries, each office with its own local vibe. None of us will ever know each of us and that's okay. But **you will find your own bubble of community** here.

- ✓ We're a diverse and wonderful group of individuals, united by shared values: **being caring, courageous, passionate and easy-going.**
- ✓ We value and respect each other **as human beings, not just colleagues.** That means working every day to make sure **everyone feels included.**
- ✓ We actively work to **break down barriers and silos,** overcome biases and create **equal opportunities and equitable pay.**



You are cared for

It's not all about business outcomes
– it's about respect, kindness, and
enjoying our working lives together.





You are cared for

Caring starts by making **time and space for each other**, promoting a **helpful and grounded** culture where people matter.

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- ✓ Work can get hard. **We keep our spirits high by getting to know each other** – including all sorts of get-togethers, from team events to informal clubs and groups.
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- ✓ **Clear expectations and outcomes** are a crucial part of caring. You should know what you're being asked to do, what good looks like and how you're doing.
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- ✓ **We're here for you.** If your life takes a new turn or something unexpected happens, let's talk.



You are trusted

We're all grown-ups.
There's no need to micromanage.



You are trusted

Instead of hierarchies and control, we believe in **high personal responsibility and accountability.**

- ✓ We trust you to **take on the challenges you're most excited about.** If it gets tricky, we're here to guide and support.
- ✓ You have **flexibility in how and where you choose to work,** knowing that you'll always act in the best interest of your client and your team.
- ✓ We **empower our teams to be autonomous and bold,** and trust them to make the right choices.



You keep growing

We love the steep part of any learning curve.





You keep growing

Too curious to stand still, we've always wanted to keep a few steps ahead of the tech curve. The quality and quantity of our expertise determines the relevance and impact of the problems we get to work on.

- ✓ You are the architect of your own career, and we can help you build it. **We do our best to match your projects with your interests** - in the kind of industries, technologies and disciplines you want to develop.
- ✓ You'll **work and learn with top experts** - both within your field of expertise and far beyond it.
- ✓ We'll give you **well-structured learning opportunities** to fill your tool box of technical, design and leadership skills.



This work matters

We're in it for the impact.





This work matters

We get to advise some of **Europe's most dynamic and most demanding customers** on their biggest, toughest, and juiciest problems. That's a privilege that can only be earned.

- ✓ The only way for us **to be and stay relevant is to deliver value to our customers**. All our efforts and energy boils down to that.
- ✓ We **don't take on silly projects** even when the money is great. It saps our energy and makes great people wander off to other jobs. Life's too short.
- ✓ **We tell our clients the truth** – even when it might cost us the project. Integrity is non-negotiable.



