

## **VioPixel Code of Conduct**

**Effective Date:** 03/01/2019

# **1. Purpose**

At VioPixel, our culture is built on bold creativity, transparency, and a people-first mindset. This Code of Conduct defines the ethical standards and behavioral expectations that guide our team. We push boundaries, challenge norms, and work smart while keeping our workplace inspiring, inclusive, and professional.

# **2. Scope**

This policy applies to all employees, contractors, partners, and anyone representing VioPixel in any capacity. It covers workplace behavior, client interactions, and professional conduct in all settings—whether in-person, remote, or at industry events.

# **3. Core Values & Expected Behavior**

## **3.1 Creativity First**

- Think outside the box. Bold ideas and innovation drive us forward.
- Respect the creative process—collaboration, brainstorming, and feedback make us stronger.
- Give credit where it's due. We celebrate individual and team contributions.

## **3.2 People Over Profits**

- Our team comes first—always. Support, uplift, and respect one another.
- Maintain a positive and inclusive work environment. Discrimination, harassment, or toxic behavior will not be tolerated.
- Work-life balance is essential. Respect boundaries and personal time.

## **3.3 Work Smart, Play Hard**

- Get the job done with excellence, efficiency, and accountability.
- Enjoy the process. We believe a fun, energized workplace fuels great work.
- Celebrate wins—big or small. Recognition and appreciation matter.

### **3.4 Transparency is Key**

- Open, honest communication builds trust and strengthens our team.
- Constructive feedback is essential for growth. Deliver it respectfully and receive it with an open mind.
- Own your mistakes. We learn, improve, and move forward together.

### **3.5 Growth Mindset**

- Always be learning. Seek knowledge, share insights, and embrace challenges.
- Adapt and evolve. Change is part of growth, and we welcome it with an open mind.
- Support each other's professional and personal development.

## **4. Professional Conduct**

- Treat colleagues, clients, and partners with respect and professionalism at all times.
- Communicate clearly and effectively, both internally and externally.
- Maintain confidentiality and protect company and client information.
- Follow ethical business practices and avoid conflicts of interest.

## **5. Harassment & Discrimination Policy**

- VioPixel has zero tolerance for discrimination, harassment, or retaliation.
- Any concerns or violations should be reported to HR or leadership immediately.

- Violations will be addressed promptly and appropriately.

## 6. Social Media & Public Representation

- Represent VioPixel professionally in public, on social media, and in industry spaces.
- Avoid sharing confidential or sensitive company or client information online.
- Personal opinions should be clearly distinguished from company views.

## 7. Enforcement & Consequences

- Violations of this Code of Conduct may result in disciplinary action, including termination.
- Reports of misconduct will be handled fairly, consistently, and in alignment with our values.

## 8. Commitment to Our Culture

At VioPixel, our culture is our foundation. Upholding these standards ensures that we continue creating **Memorable Websites That Leave Impressions** while fostering an environment where everyone thrives.