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## CODE OF ETHICS 2021

### SPEAK THE TRUTH

We will be honest and objective. We will be transparent, and provide insight into our thinking and work.

# MAKE THE WORLD USEFUL, BEAUTIFUL, AND DELIGHTFUL

We exercise the discipline to produce ideas and things that are useful to and beautiful in the world.

# LEARN, BUILD, AND SHARE

We are curious, open creators who welcome new ideas and the input of others.

### COMMIT TO COMMUNITY

We protect the public by holding paramount the safety, health, welfare, and rights of human beings.

### GO LIKE HELL

We are driven and committed to what we do, putting extra effort in our quest for exceptional results.