

MARIA 01 VALUES AND CODE OF CONDUCT

OUR VALUES AND CODE OF CONDUCT IN ACTION

The Code of Conduct defines the way we act towards each other and the community as a whole. At Maria 01 we share common values. The culture we've created together is transparent and diverse. By sharing knowledge and supporting each other we nurture a positive atmosphere where everyone has the opportunity to grow. Accountability and transparency are the road to more diverse and inclusive tech ecosystems. At Maria 01, we have decided to put our values and code of conduct into action across the whole community, from startups to investors and partners.

We want to ensure that all activities and collateral that represent and showcase the Maria 01 brand, are aligned with these values and code of conduct. In practice, this means we reserve the right not to co-host, promote or publish any events, marketing material or similar, if they go against our values or code of conduct.

This Code of Conduct applies to all Maria 01 Members, as well as our visitors and external event producers and attendees. We are all representatives of the community.

If any kind of material has been shared without our consent or common understanding behind a specific collaboration, we reserve the right to cancel our contract immediately without any termination period.

VALUES - WHAT MARIA 01 IS ALL ABOUT

COMMUNITY CENTRIC

We believe in the strength of community to foster a supportive, collaborative, and trust-based environment where startups, investors and partners come together to share knowledge, build relationships, and drive mutual success.

FOUNDER-FIRST

Helping founders succeed is one of our main priorities. We provide founders with resources, connections, and the right kind of environment needed to thrive and grow.

IMPACT-DRIVEN

We are committed to delivering high-quality facilities, programs, and experiences that champion bold ideas and forward-thinking solutions that drive positive change within the world around us.

GLOBALLY AMBITIOUS

Maria 01 is a launchpad for startups to reach new markets and exciting international opportunities around the world. We attract world-class founders, investors and partners to lead innovation across borders.

CODE OF CONDUCT

The Maria 01 Campus is a place for growth, both on organisational and personal level. Being a member of the community is also an opportunity to grow together. That's why we give first and take later. We pay forward any kind acts and favours, because by helping each other, we also gain ourselves. The culture and atmosphere we create is a common effort that we're all responsible for.

One of the key building blocks in this community is trustworthiness. We want to trust that people have good intentions towards one another. We encourage people to share information as it's a way to collaborate well. However, we always assume that the information communicated to us is confidential. When we are unsure of confidentiality, we neither share nor reveal the information source. We never misuse any information that has been shared with us.

A diverse workforce with different cultures, ways of thinking, genders and backgrounds is flexible and creative. By supporting diversity, equity, inclusion and belongingness, we make sure our view doesn't narrow when making decisions. Our official language in this community is English.

We respect everyone's privacy and the right to have their peace of mind when working. We value boundaries and always ask for consent wherever we feel like we might need it. We have a strict anti-harassment and non-violence policy. Please also read our Safer Space Principles on page 5 for a deeper view on how to take everyone into consideration when interacting with others on campus.

If you experience or witness any kind of bullying or negative behaviour such as (but not limited to): assault, offensive verbal or online comments related to gender, identity, sexual orientation, disability, physical appearance, race, or religion, please inform us without delay.

CODE OF CONDUCT

WHAT HAPPENS AFTER WE FIND OUT THAT SOMEONE HAS BREACHED OUR CODE OF CONDUCT?

The process for resolving the matter will start without delay. More information will be gathered from the involved parties to get the overall view.

If the breach or incident is small, and all parties involved are willing to resolve it, it can be done by having a discussion between the parties and a mediator. A warning might be issued. Upon a second breach, the member will be expelled from the community.

Please note that all team members in a company may be held accountable for a single employee's unethical actions, depending on the circumstances.

HOW TO REPORT IF YOU WITNESS OR EXPERIENCE ANYTHING THAT IS AGAINST OUR CODE OF CONDUCT?

1. Contact our Community Manager Violetta Korhonen, email violetta@maria.io.
2. Share as much information as you can about the incident: what happened, who's involved and where it took place. Please be as detailed as you can. All the information given is strictly confidential and will only be used in resolving the matter.
3. After receiving the information we will start our internal process. If the incident is severe, we will help the victim filing a police report, and find support.
 - If you need to talk to a mental health professional, contact the [Mental Health Crisis Helpline](#).
 - If you're a victim of a crime, you can get help from the [Victim Support Service](#).
 - If you've been sexually assaulted or abused, you can get support and legal help from the [Rape Crisis Center](#) or [Seri Support Center for Victims of Sexual Assault](#).
 - If you've experienced a data breach, see the following [guide](#).

SAFER SPACE PRINCIPLES

As stated in Maria 01 values, we're a diverse community and promote inclusivity in all its forms, and accept no violent behaviour. Related to that, we encourage everyone to take initiative on these topics by enforcing safer environments for all of us around the campus. These principles were created as an addition to the Code of Conduct for all of us spending time at the Maria 01 Campus. We want everyone to feel as safe as possible and to be able to enjoy any occasion at their fullest.

We're not perfect. Sometimes we all make mistakes, that's understandable. When we do wrong, we pause to acknowledge the situation and make things right. We take responsibility for our actions and are open to learning.

Every person working, visiting or attending events on our campus is treated equally and respectfully. Discrimination and any kind of harassment or assault is strictly forbidden. This includes language as we don't use discriminatory, subordinate, repressive or offensive terminology (slurs or invectives) no matter what situation.

We respect everyone's freedom of self-expression. We don't assume anyone's gender, sexual orientation, nationality, culture, religion, health or functional capacity.

We respect people's wishes to disclose or not to disclose information about themselves. We respect the words people tell us to refer to them with.

We respect everyone's boundaries. If someone asks us to, we stop or change our behaviour and apologise immediately. We don't touch others or take photos of them without consent.

We intervene if we witness any kind of discrimination such as racism, sexism, classism, ableism, homophobia, ethnic segregation, body shaming or ageism. We point out and stop all discriminatory comments and acts.

If you need any guidance, clarification or help, Maria 01 staff is here for you. It's our job to make the campus safe for everyone so tell us if you're worried about something. We will take action against any undesired behaviour.

CONTACT INFORMATION

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