



Our culture.
Our values.
Our Flipdish.



Did you hear about the new restaurant on the moon?
Great food, but no atmosphere.

Intro from Conor & James

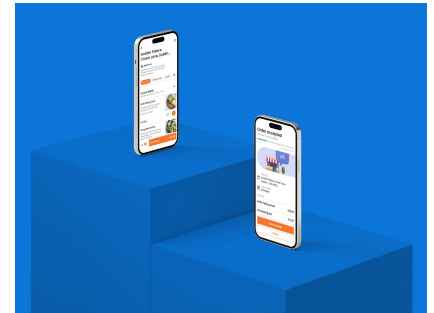
We are working hard to create a successful company in a short time, and to help tens of thousands of business owners. This is an incredibly rare thing to achieve. Achieving it will be difficult and require a huge effort from all involved but it will also be incredibly rewarding and something to be proud of.

You are now part of that journey, and we're proud to have you on board.



OUR MISSION

To help restaurants flippin' thrive with satisfyingly simple tech.



Our Values

What they mean to us

We are proud of our values and we have illustrated these values and behaviours in our deck to help people understand what is important and how to behave in order to increase our chances of success.

How we expect you to use them

We expect all of our team members to embrace these values and behaviours.

If we find that other behaviours are desirable, we should update this guide.



Integrity

Integrity is so important.

We strive to be open, honest and respectful with one other and with our customers. We believe in transparent communication and actions. We're true to our word, authentic in our intentions. If we say we will do something we do it and if we realise we can't we quickly let the person relying on us know. This integrity forms the bedrock of our reputation.



Customers

Our customers are the heart of everything we do.

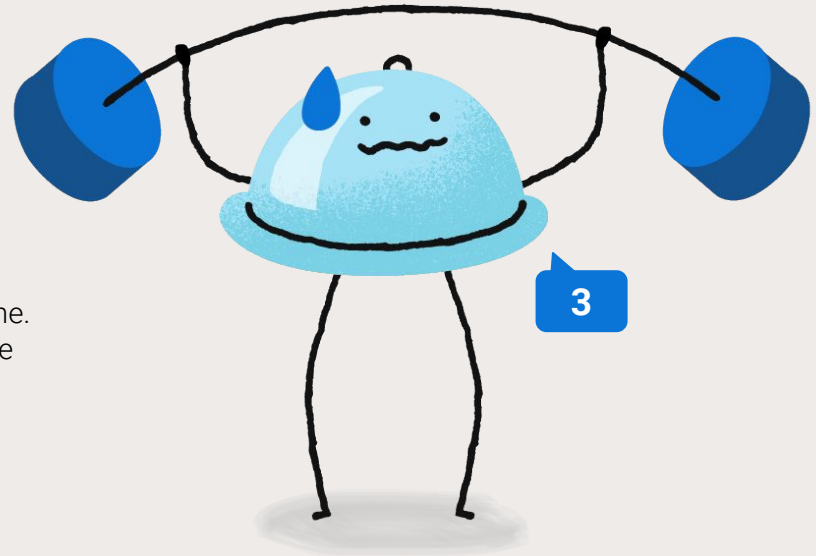
Every decision, every product, every interaction should consider the needs of our customers first*. Our customers are not 9-5, and neither are we. They are often owner operators and only have time to work in the business rather than on the business, but we are there to help them thrive. They are our guiding star, and their satisfaction is an important metric of our success. We level the playing field for them and we strive to make them evangelists.

*There are some exceptions like if customers are abusive despite our warnings, we should protect our teammates

Act

Be the one who does.

We value action and urgency. We are a lean, mean, hustle machine. We are resourceful, innovative and we work with a relentless drive to ensure our vision becomes a reality. Despite roadblocks, set backs, or unforeseen challenges, we persist.



Team

One team, one dream.

Together, we are an indomitable force. Every member of our team, no matter the role, is important in our journey and their ideas are valued (best idea wins). We support, uplift, and rely on one another, understanding that our combined strength is greater than the sum of our parts.

We always assume positive intent with our co-workers.





Win

We always play to win, win big.

We have a champion mindset. Winning is more fun than losing. It's going to be a battle because we are in an incredibly competitive industry, but we play to win.

We have high internal locus of control and believe we can do anything we set our minds to. No ambition is too vast if it's backed by urgency and determination. We push ourselves and feel safe to make mistakes.

Thank you

