



OUR PEOPLE & CULTURE

➤ **WHAT IT IS LIKE TO WORK AT STEELEYE**

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WHO WE ARE

> We are proud of the fact that we are all a little bit different

At SteelEye, **we take pride** in being a little different. **We celebrate quirks** and appreciate that we all come from diverse backgrounds yet work so well together.

We value getting to know each other, not only as colleagues but also as friends, and we never take that for granted.

We recognize that some of our team members are **proper foodies** while some have **a passion for running, cycling, and gymming**, while others **enjoy music and karaoke**. We respect each other's differences and ensure that we create an environment where everyone feels they can be their authentic selves.

From being a simple idea that was **born in the basement** of an Indian restaurant in London, SteelEye has grown **into a team of over 113 people** across London, New York, Paris, Braga, and Bangalore. We **take pride in our work**, and we are thrilled that **our SteelEye family is expanding** across the globe.



OUR VALUES

- At SteelEye, we expect our team members to embody our core values in everything they do.

OUR VALUES

Each and every one of us has an **entrepreneurial** spirit.

01 ENTREPRENEURIAL

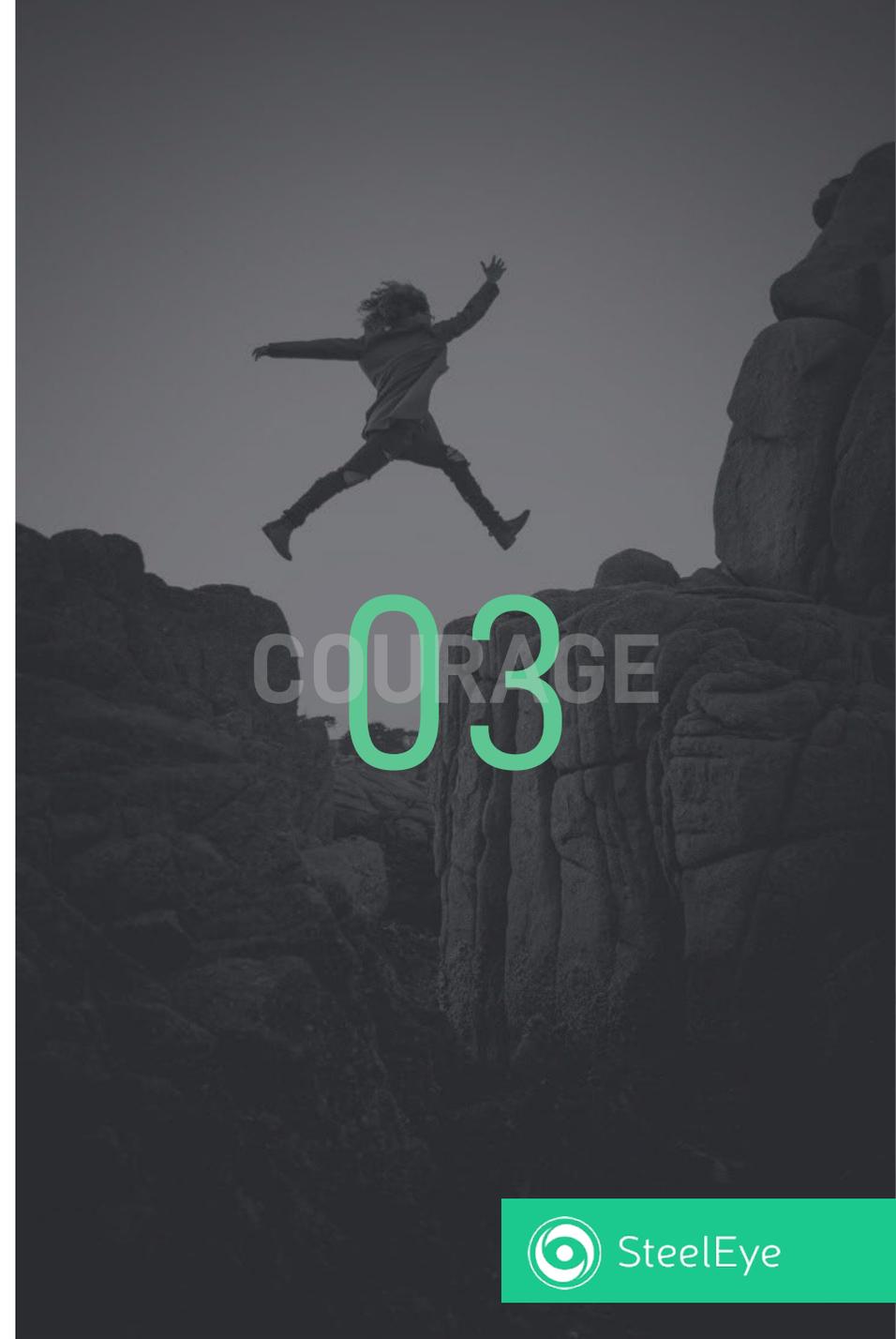
OUR VALUES

We all strive for **excellence** because we simply want to be the best.



OUR VALUES

We have **courage** to challenge the way we operate, to try new things and keep learning.



OUR VALUES

Our platform helps businesses to maintain **integrity**, and this is how we act too.

04
INTEGRITY

OUR VALUES

We are **collaborative** because we believe in open, honest communication and cross-team collaboration.



COLLABORATIVE

05

OUR CULTURE

- We are inquisitive, like a challenge, passionate about learning and love having fun.

We LOVE data... that indeed speaks for itself!

We look out for each other and help our colleagues if we can see that they need support.

We work hard! But we also love to kick back and have fun and have fun at work. It is fast paced, but that's what makes it exciting! We understand and embrace these pressures but also make sure we enjoy the ride!

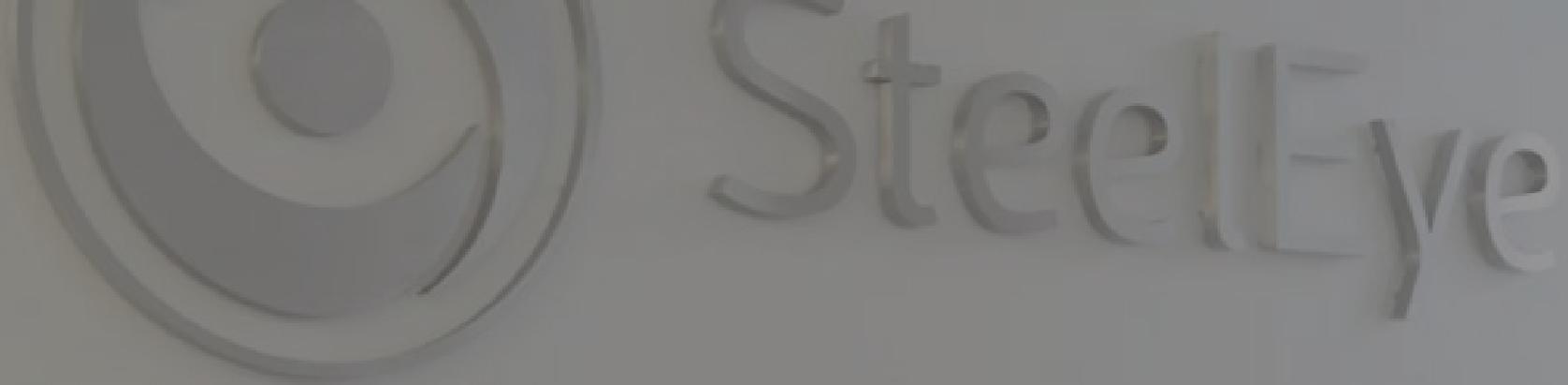
We try not to take life too seriously. We talk about pretty much everything and anything, from food and the best TV shows to 90s music. We also have an annual competition to see who can draw the best portrait of our CTO.

We like to spend time together. This is why we host regular team socials like wine tastings, cooking classes, escape rooms, and more.

Oh... and we have our own rabbit mascot who often makes an appearance. We're not sure it gets much better than that.



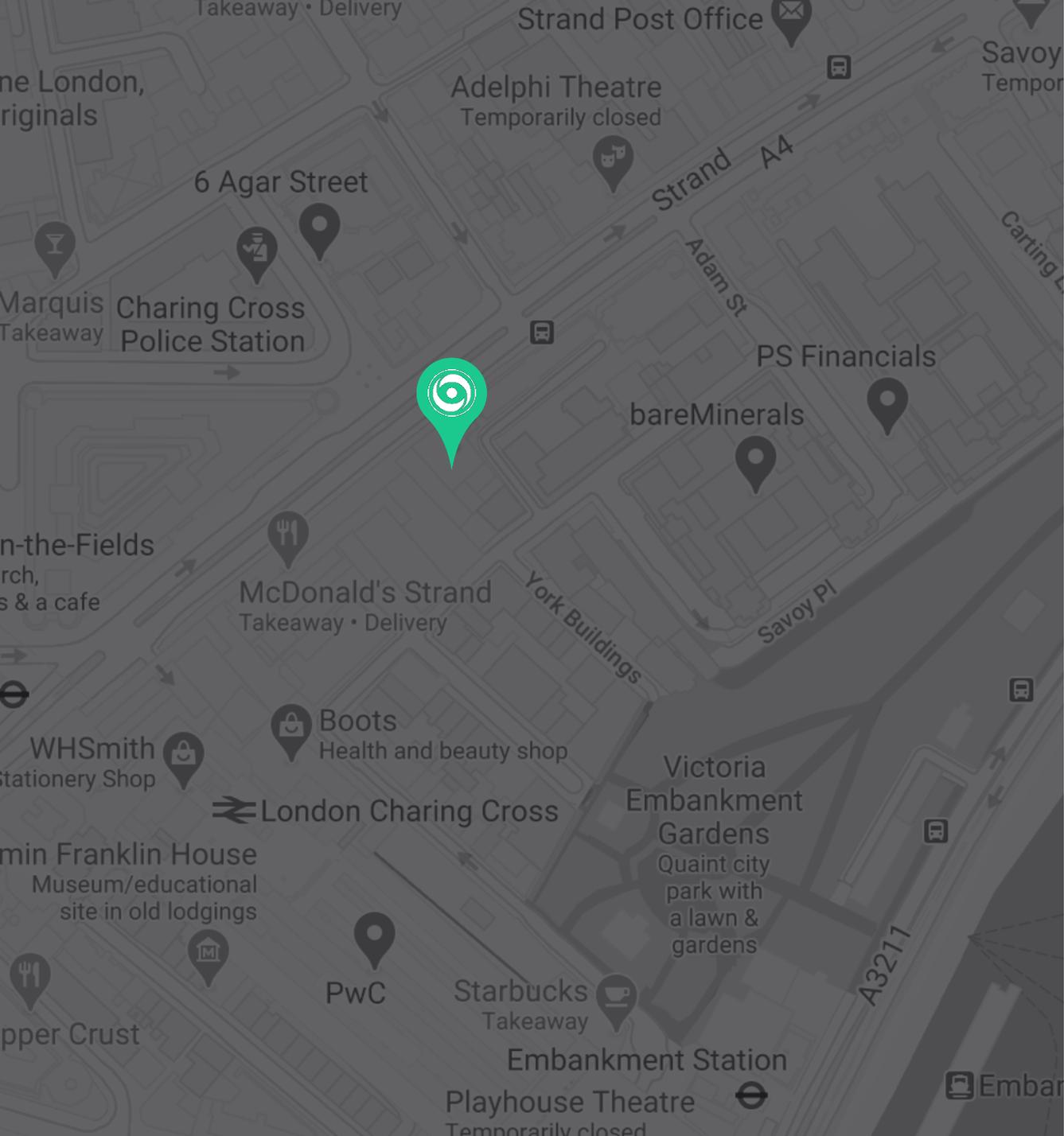




OFFICE VIBES

London | New York | Bengaluru | Braga





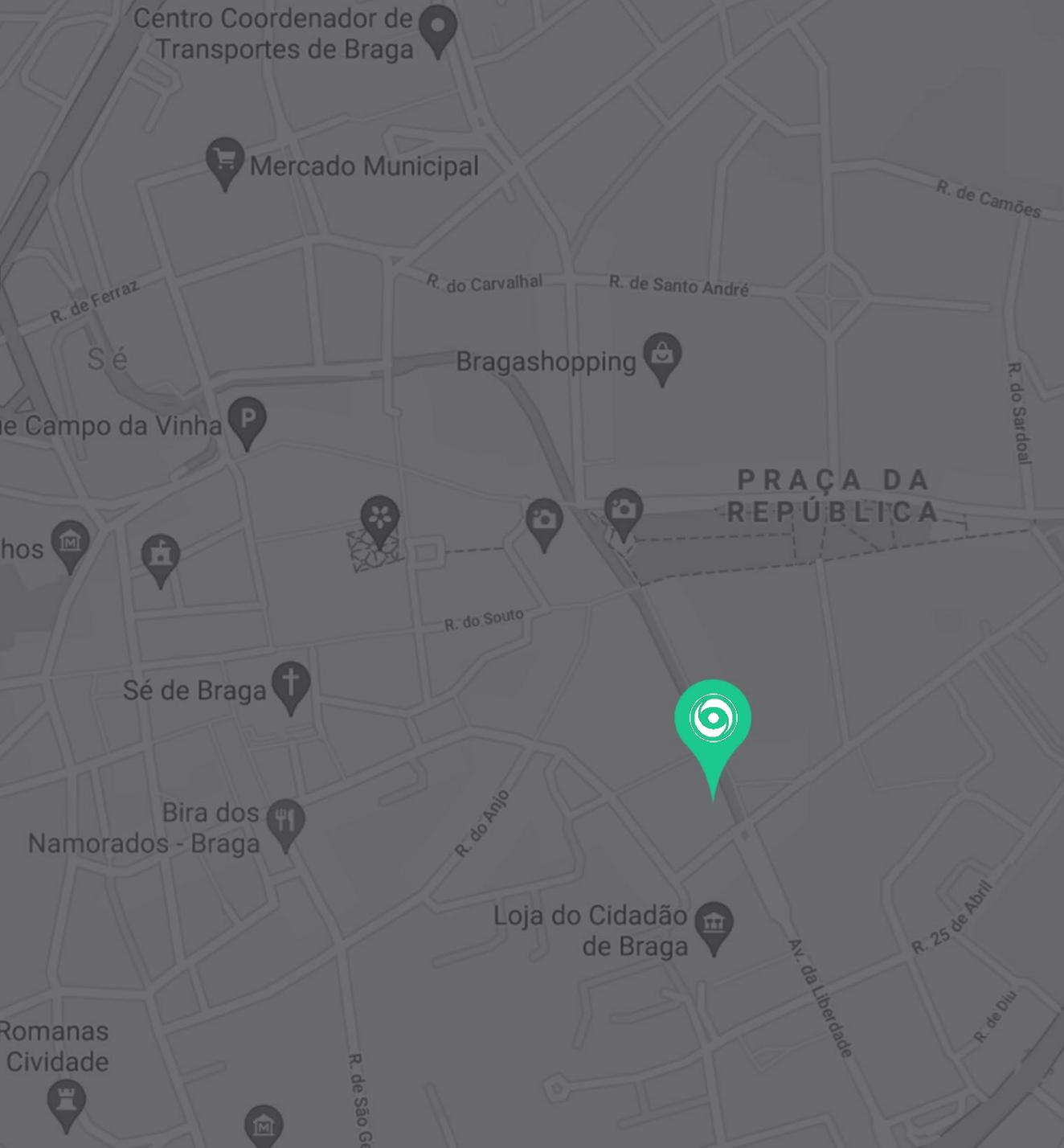
London, UK

In October 2020, we **took the leap** and moved our HQ from a small loft-style office on the South Bank to a large open plan office on **the Strand** in Central London.

With an **endless plethora of restaurants** (did we mention we're a team full of foodies?), shops, and bars nearby we feel very lucky that we get to work in such an **iconic part of London**.

Our office is a **bright space full of plants** and is equipped with a full-spec kitchen (including a drinks fridge) and showers/bike storage in the basement.

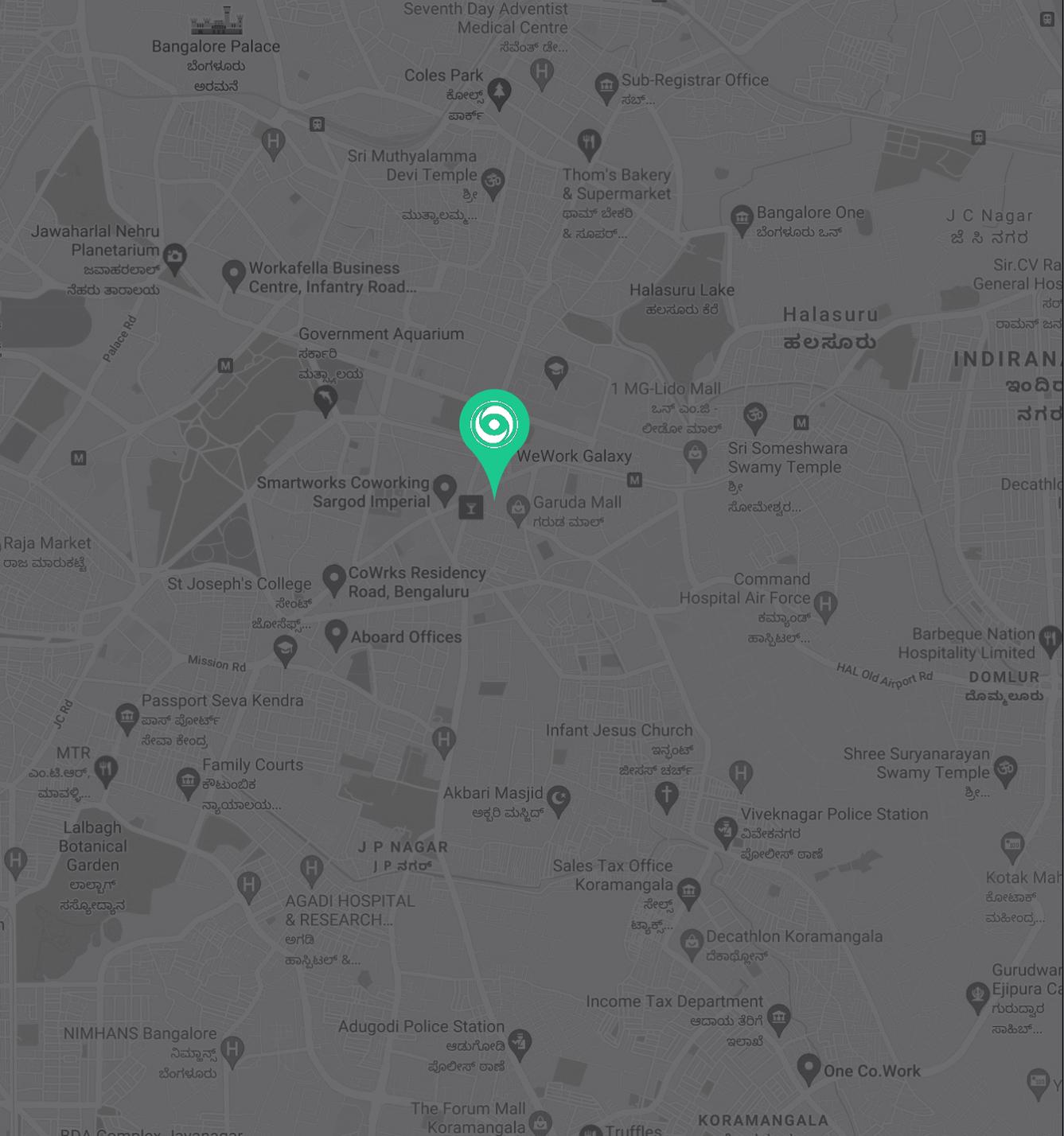
We have been known to break out the **ping pong kit** and set up a little **DJ area** from time to time and we can't wait to welcome more people to our office.



Braga, Portugal

Our Portugal office is our European **back-end development** hub and is located **in the centre of Braga**. Only 30 minutes from Porto by car, the office is situated in a modern coworking space that is **bright** and **full of natural light**.



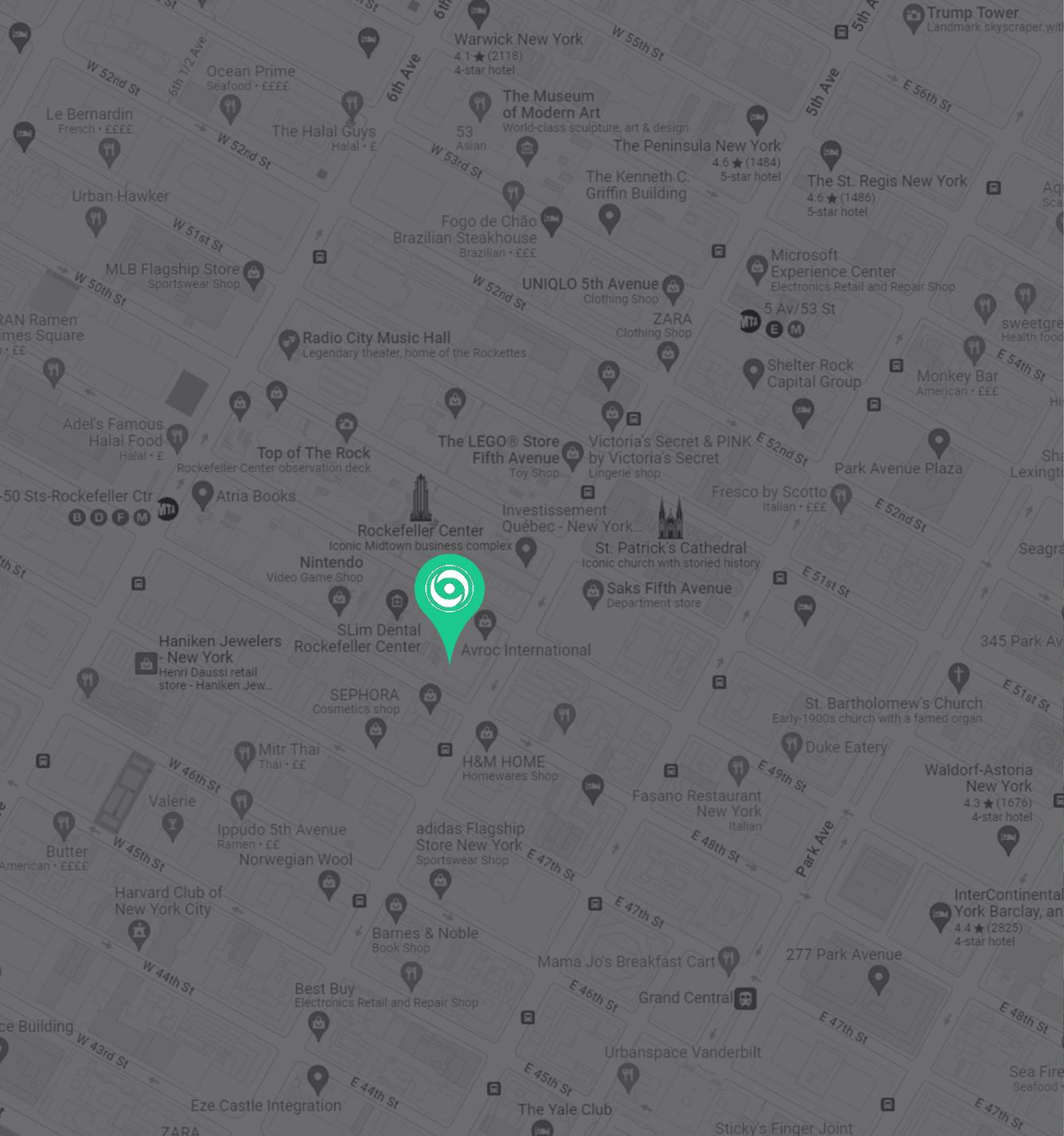


Bengaluru, India

Our India office is where our talented team of engineers lead the way in **front-end**, **back-end**, and **API development**. In January 2022, we moved to a new office space in the Central Business District of Bengaluru called **Indiranagar**.

We are surrounded by pubs and restaurants with **cuisines from across the world**. We have an amazing work-life balance and enjoy spending time in our plant-filled office where we often play foosball together.

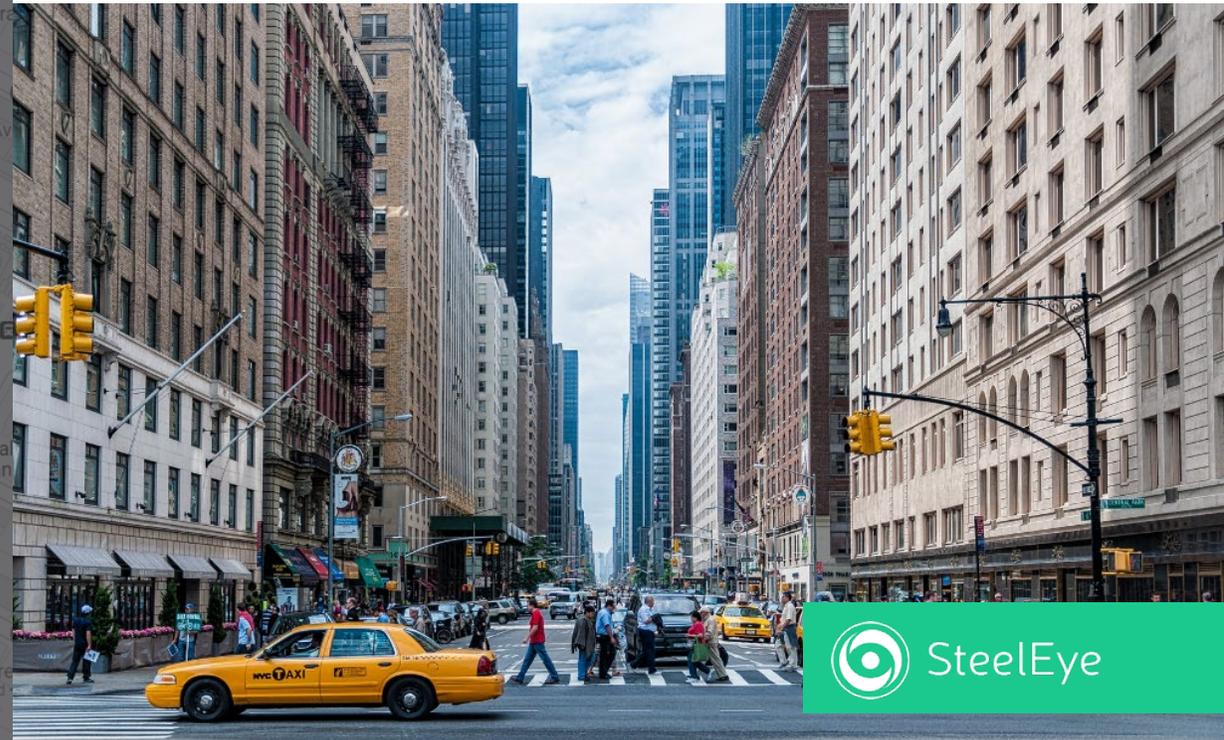




New York, USA

Opened in **October 2021**, our US office is located just off Fifth Avenue, which is a **prime Midtown location** near the Rockefeller Center.

This year we will focus on **expanding the team** in our New York office and we are so excited to see it fill up with **amazing people**.





A photograph of four colleagues (three men and one woman) ice skating on an outdoor rink at night. They are wearing winter clothing and ice skates. The background shows a building with large windows and string lights.

HEALTH & WELLBEING

> We take care of our people because they are our greatest asset.

The health and wellbeing of our colleagues is a **top priority at SteelEye**. We encourage open discussions on mental health and wellbeing and offer 1:1 chats to anyone who wants to talk or offload. We have also hosted talks and events to encourage wellness and self-care. After all, happy and healthy colleagues mean greater productivity and a more positive workplace!

We offer employees and their dependents **private health insurance**. Employees also benefit from a discount at a local health club.

In short, **we genuinely care about our people** because they are the greatest asset to our company, hands down.



COMMUNITY

> We are committed to making a positive difference to our wider community.

At SteelEye, we are committed to making a positive difference to our wider community.

We have organized several events such as team running challenges against other firms, bake sales, and we are proud corporate sponsors of **A Leg To Stand On (ALTSO)**. Since 2018, we have successfully raised \$50,000 for ALTSO, a charity that provides free orthopedic care for children with limb disabilities in the developing world.

Our colleagues in India and London have conducted various charity drives, providing food to **vulnerable children, the elderly, and the homeless.**



WE ARE STEEL EYE



