

# Spring

ADVISOR



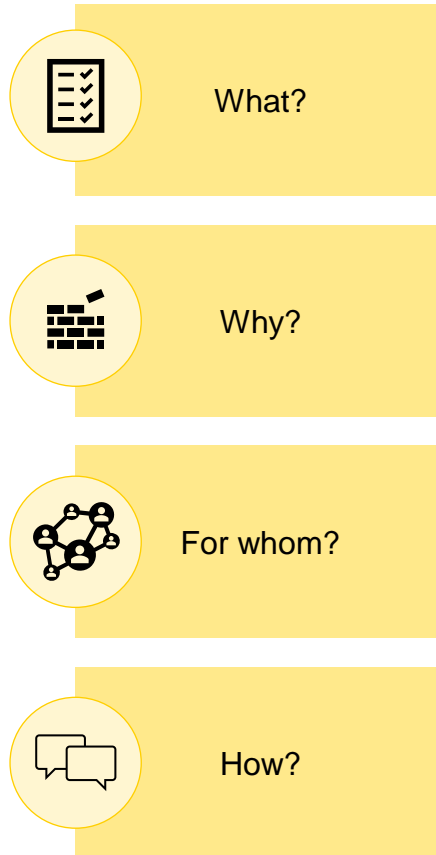
## CULTURE HANDBOOK



2021

# THE CULTURE HANDBOOK IS A GUIDING BEACON FOR CURRENT AND FUTURE SPRING PEOPLE

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The Spring culture handbooks gathers all the values and ways of working that guide our work and create our workplace culture

Culture is one of the cornerstones of Springs operations and the culture handbook verbalises concretely the pieces that create Springs culture

Spring's culture handbook is created for current and future Spring people, and clarifies our values to customers and other stakeholders

Spring's culture handbook was created together with Spring people as part of an internal development process

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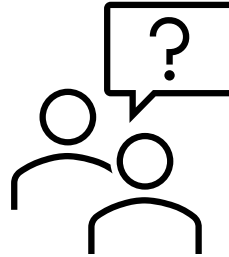


SPRING AS A COMPANY

THE CORNERSTONES OF OUR CULTURE



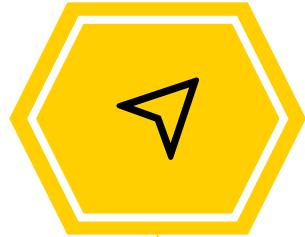
# WHY WAS SPRING FOUNDED?



*”Spring was founded on the belief that rigid and formal structures and ways of working do not yield the best results. We have been able to create a company where the uncompromising level of management consulting is combined with an appreciative and relaxed work atmosphere. The people at Spring are genuinely interested in management consulting and as a company we are committed to support our teams in evolving professionally while taking care of well-being. This is how we ensure the best possible results to our clients.”*

# WHAT IS OUR PURPOSE?

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Spring supports organisations in significant choices and decisions and puts these into action while simultaneously developing the Spring people to be competent, achieving and ethical professionals



For our customers we are the most trusted partner and advisor that wants to build a business environment, where substantial decisions are fact-based, transparent and sustainable as well as concrete enough to be implemented



For our employees we are a forward-moving, respected expert organisation and an appreciated workplace where the recipe for working sustainably in a demanding industry has been found

# WHAT DO WE DO?

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We offer access to high-quality management consulting to a broader group of companies and institutions



We solve complex business challenges in the areas of strategy, performance and corporate finance



Our ways of working are based on combining talents into a high-performing team and on a people-centric culture that values every individual's input



Through our philosophy we are able to create concrete and impactful solutions for our clients

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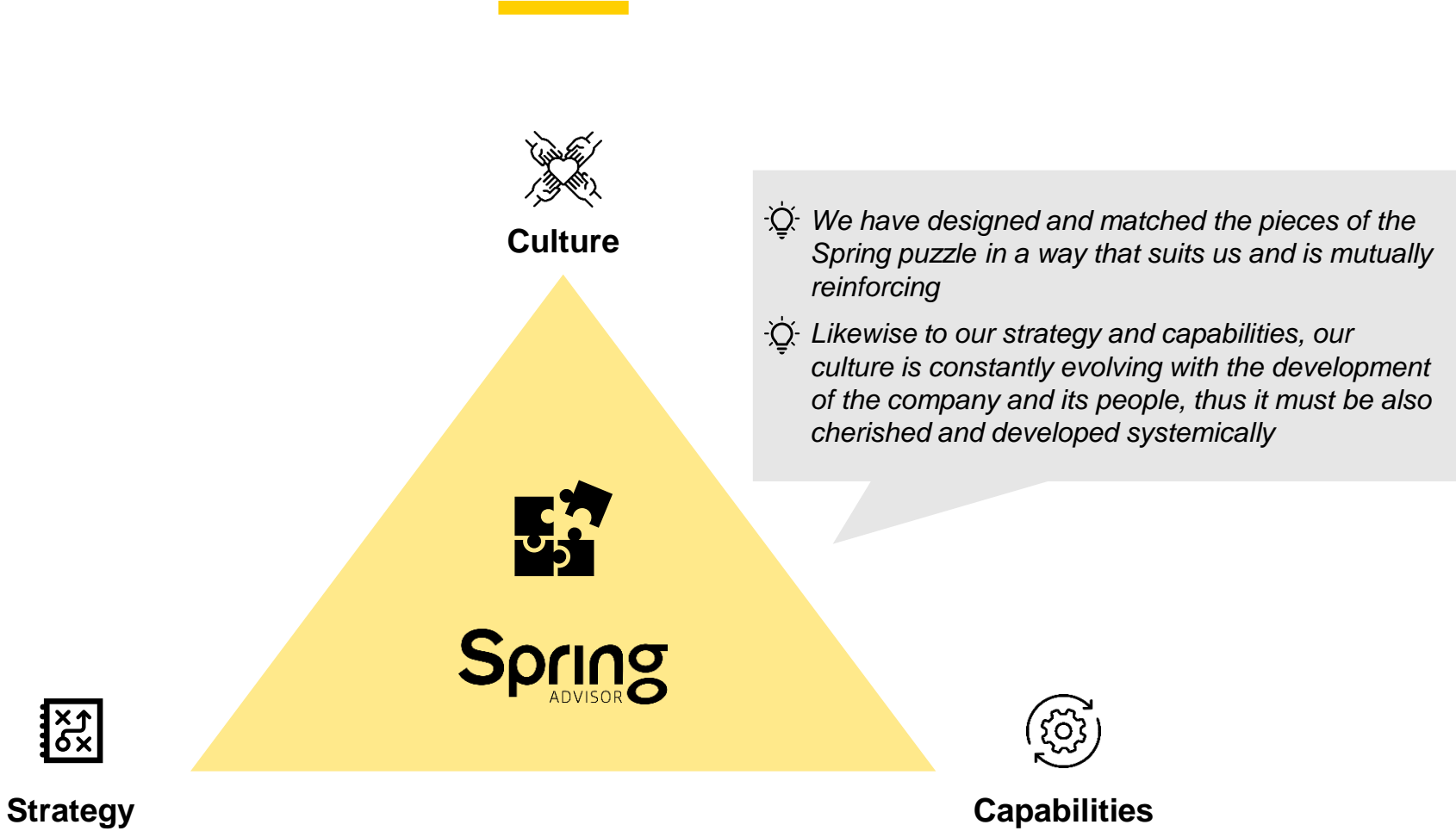


SPRING AS A COMPANY

THE CORNERSTONES OF OUR CULTURE



# CULTURE IS A PILLAR OF SPRING – IT EVOLVES TOGETHER WITH THE COMPANY AND ITS PEOPLE



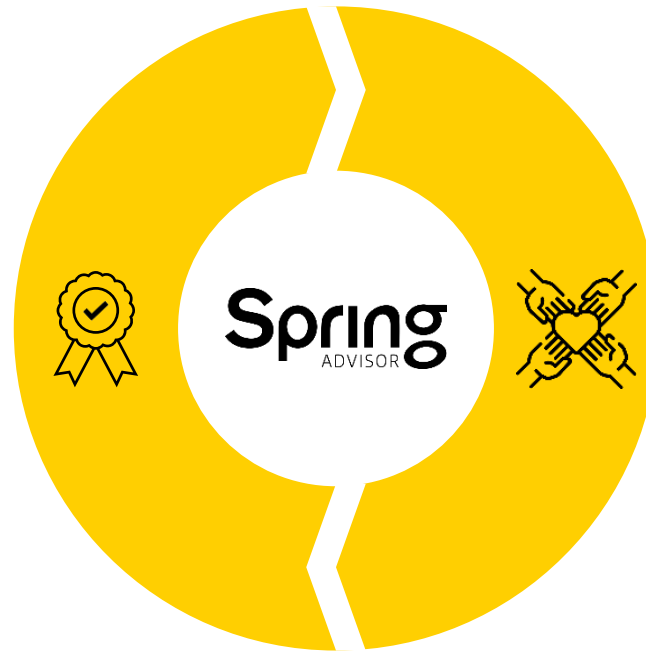


# OUR WAY OF THINKING – TOP PERFORMANCE ENABLED BY PEOPLE-CENTRED CULTURE



## First class quality

The challenges faced by our customers are often highly complex and involve demanding decisions, which is why we have built our operations in a way that ensures first class quality project after project



## People-centred culture

Our culture enables the optimal performance and development of teams in the long run. We want our people to develop professionally by utilizing their own interests and strengths without compromising well-being

# OUR CORE VALUES THAT GUIDE OUR DECISIONS AND ACTIONS IN OUR DAILY LIVES



Autonomy and trust



Our flat organization is quick to learn and develop when each individual is responsible for both the customer and one's team



Uncompromised quality



We guarantee an excellent customer experience and a working environment that enables the best performances in the long run for each individual and the team



Long-term development



We develop our ways of working continuously and make choices that promote long-term customer relationships

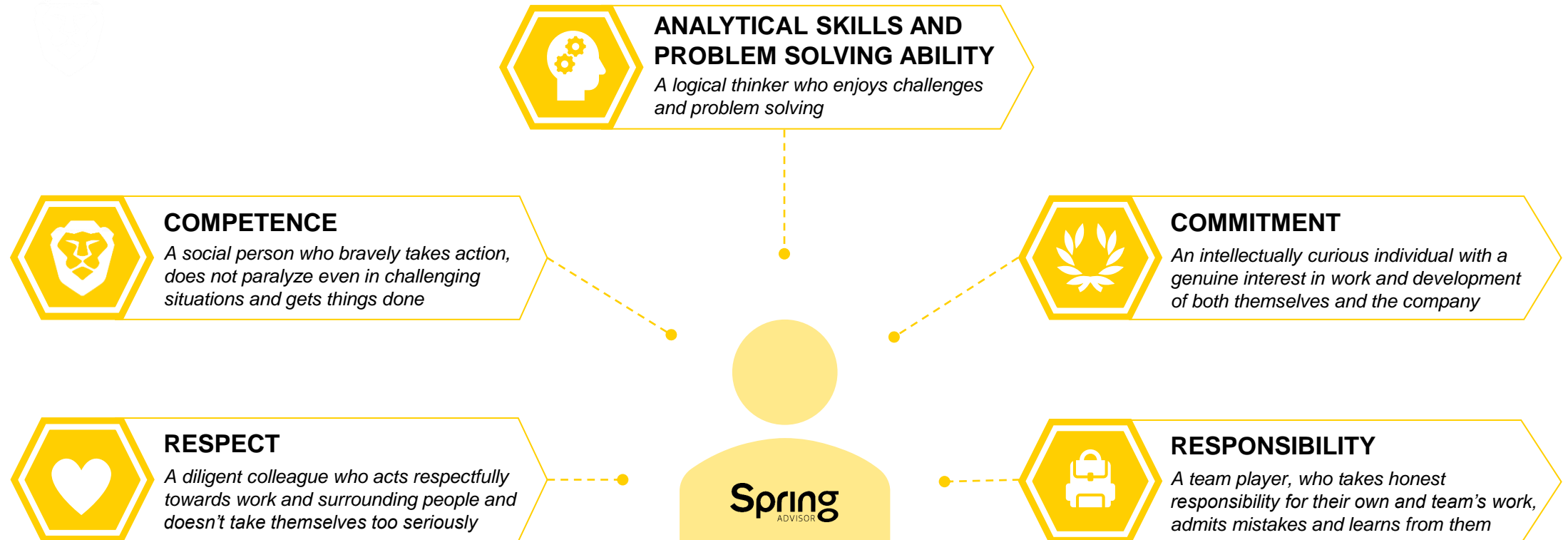


No non-sense



We operate in a way that makes sense to us and is rational despite of established practices or beliefs

# CHARACTERISTICS OF SPRING PEOPLE, THAT WE VALUE IN OURSELVES AND IN OTHERS





# Spring

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