



WeWork India Culture Identity

The Culture of an
organisation can either
make it or break it.

Our culture is 'WIP'

We are constantly taking a hard look at our culture as we evolve

wework

© 2023 WeWork. Proprietary and Confidential



Physical and environmental impact on culture

The physical space that we offer our members and employees sets the tone and brings culture to life.

- A company that claims to put 'employees first' should invest in workplace design that says, "We care about your wellbeing." We do this through spaces with natural light, dedicated wellness rooms, acoustic modifications, plants, and ergonomic furniture
- Our space is designed to reflect our values and through this, employees feel more at ease knowing that the company is walking the talk



WeWork India Values



We know the 'right thing' is a deliberate action we must always take, and that it is based on integrity and builds trust with our people, members and our community. We show ownership in solving problems and making decisions. Each of us has an obligation to question actions inconsistent with our values



We've always believed that we are better together. We must operate with a shared purpose to constantly improve and grow by accomplishing big, audacious goals and hitting stretch targets. We seek to win in the marketplace and outpace the competition

Create a world where people work to make a life not just a living

WeWork India Values

Be Sustainable
wework

We are grateful for our people, members and our greater community, as well as for the opportunities we have in front of us. Collaboration, kindness and authenticity are essential to our humanity. We will build a community that celebrates diversity through each person's unique talents, passions and backgrounds. We recognise that we are human, that we have biases and are committed to grow past them

**Be Human,
Be Kind**
wework

We are grateful for our people, members and our greater community, as well as for the opportunities we have in front of us. Collaboration, kindness and authenticity are essential to our humanity. We will build a community that celebrates diversity through each person's unique talents, passions and backgrounds. We recognise that we are human, that we have biases and are committed to grow past them

Create a world where people work to make a life not just a living

WeWork India Values

Be Entrepreneurial
wework

We know the 'right thing' is a deliberate action we must always take, and that it is based on integrity and builds trust with our people, members and our community. We show ownership in solving problems and making decisions. Each of us has an obligation to question actions inconsistent with our values.

Here are some
of the ways in
which we will
live and
breathe our
values



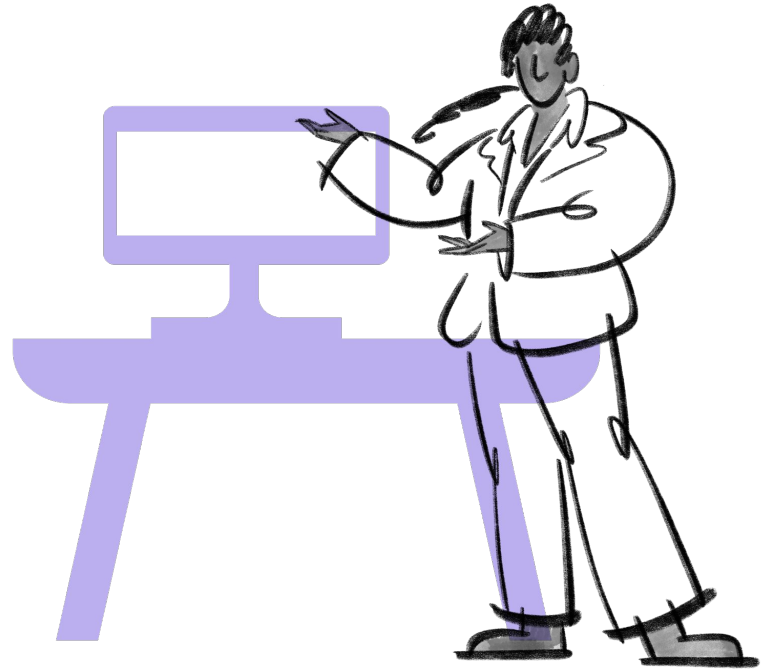
Attract, recruit and onboard talent





Like every great organisation, we will do our best to hire the talent needed to move our business forward and make sure they align with our values.

Our employee experience



We will **behave with integrity** and show ownership. When things don't go as planned, we will fix issues and move forward. We will own our failures as much as we do our wins.

We will **hold each other accountable** and not be afraid to ask tough questions. We will nurture a speak up culture.

We believe in **healthy chaos**. We will invest in processes for efficiency and scale, but not let processes limit our creativity, connection, flexibility and response to change.

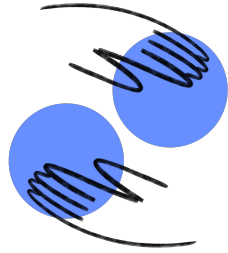
We will be **candid and transparent**. Each of us will challenge each other if our actions are inconsistent with our values. We will not tolerate actions that breach our values.

We will not be afraid to disagree and we will communicate difficult choices with dignity and respect. **We will be honest** even when people do not want to hear the truth.

Inclusion is not a choice. We will **challenge ourselves with diversity** in our teams and call out non-inclusive behaviours. Our actions will speak louder than our words.

Reward and
recognise
measure
performance and
support
progression

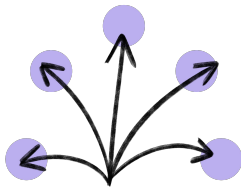




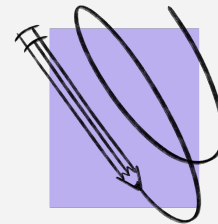
We will expect our leaders to walk the talk and include values assessment as part of their performance reviews. We believe our leaders leave an indelible mark on our organisational culture.



We will always strive for excellence. We will uphold a high performance bar and keep pushing ourselves to ensure WeWork India constantly sets new benchmarks. We are a team sport! We will not get in the way of great work.



We want our people to be protagonists of their own career. Our values guide our people to steer their own career growth and development. We do not believe in handing out defined career paths. We support values-driven self-starters who seek big challenging problems to solve.



We will offer you the space and autonomy to take risks and innovate. We will trust you and not micromanage. We will thrive in a culture of boundaryless behaviour and steer away from bureaucracy. We will manage and measure our people by the 'what' and 'how', and engage and inspire by sharing context.



Anyone we will promote will be a superstar in their current role and a role model for our culture and values. Our promotion process will assess this and you can hold us accountable to this standard.



We are fair, meritocratic and development-oriented in our performance and pay philosophy. We will reward high performance, invest in colleagues who will ride the wave with us and help us meet our big, audacious, seemingly impossible long term goals! Our overall employment value proposition will be hard to match and this is beyond cash compensation.

Learn & Develop



We will offer you the best learning and development opportunities, so you look back at your journey at WeWork and can't stop smiling at your CV! We invest in those who are passionate about learning!



Retain/Exit





We love you and hope that you'll stay but we won't stand in the way of your opportunities to grow. If you prefer to pursue a journey we cannot offer you, we will wish you luck and continue to engage with you through our alumni community

WeWork India Values

Do the Right Thing

Ethical business practices;
Ethics helpline, code of conduct
policy, etc.
Redressal mechanisms for
employees' support.
Fair appraisal and promotion
committees

Be Human, Be Kind

Member touches
Rewards & recognitions
Shoutouts and kudos
COVID-19 response

Be Entrepreneurial

WeWork Labs
JumpStart, other incubator
programs
Further education policy
Employees have side
businesses

Be Sustainable

Sustainability strategy (product,
supply chain, waste
management)
Impact strategy

Strive to Win together

OKRs
Cross-functional collaboration
Team based projects
Innovation function/projects
Competitive pay grade and
benefits

THANK YOU

