

# Culture code Smartlockr

Have fun.

Save the world.

Repeat.



# Smartlockr is a digital platform that makes cybersecurity your peace of mind.

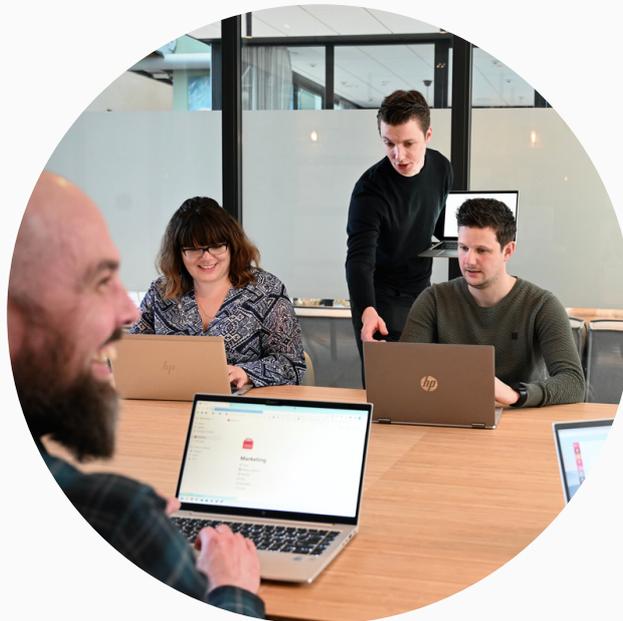
Our working lives are full of digital communication: chats, online meetings, file sharing... with emails flashing at the top of that very busy list! Digital communication comes easy, but with ease comes the responsibility to keep yourself and your data safe. That is a tough job when you would rather focus on your job. If digital communication is so easy, the same should go for your data protection.

That is where Smartlockr comes in: A data security solution that takes care of data protection for you! We create a world where you do not have to worry about your most valuable information ending up in the wrong hands. Smartlockr provides a carefree work life, allowing you to focus on what is important to you: your business, your work, your life.

# Our purpose

## Provide a carefree work life

We create a world where you **do not have to worry** about your **most valuable information** ending up in the wrong hands.



# Our core competences

Along with our purpose and core values, we have three core competences that are part of our core identity. Our core competences represent who we are as a company, and what makes us different from others.

## 01. People-centric

We put people at the heart of our business strategy

## 02. Agile

Decentralized decision making, we are fast and flexible

## 03. Rebellious

We don't accept the status quo, we are entrepreneurial

*Our Big Hairy Audacious Goal*

**By 2032, we  
provide a carefree  
work life for 100  
million people**



# Our customers



*“Partou benefitted from a smooth onboarding process, aided by their personal Customer Success Manager. The fact everyone at Partou is positive about using Smartlockr doesn't hurt either.”*

**Erwin Wilschut**

ICT-projectmanager at Partou



*“With 600 employees, both secure and simple emailing is a must. Smartlockr not only met NTA 7516 conditions but was also easy to use and affordable.”*

**Frederik Kampstra**

IT Coordinator & Project Leader at Wender



*“As a system administrator, I was able to experience the onboarding of Smartlockr first-hand. I have previously worked with other software solutions and the Smartlockr experience couldn't be more different: weekly updates by phone, and you think in solutions, not in problems.”*

**Niki van den Eynde,**

ICT Delivery Service manager at Korian

# Our culture

We have a set of shared beliefs, values, and practices. It gives us support and guidance in our work to do the best we can.

## Why is it important?

We believe a strong culture creates a sense of belonging, improves employee happiness, and increases productivity.



01. Make impact

02. People first

03. Get things done

04. Committed

Have fun. Save the world. Repeat.

# 1.

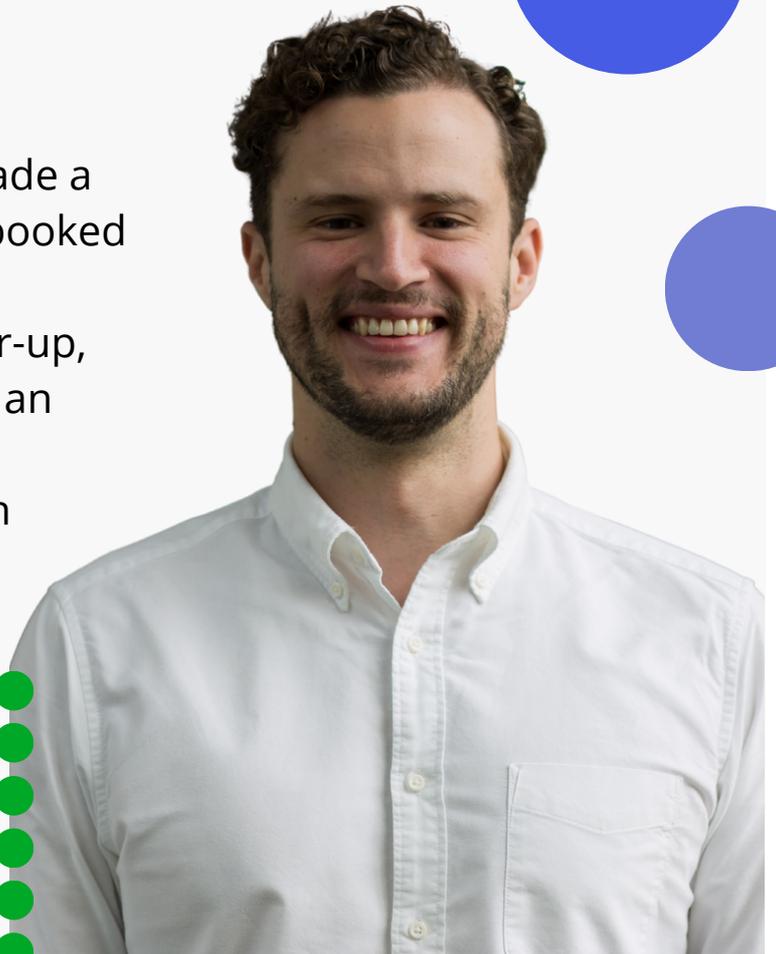
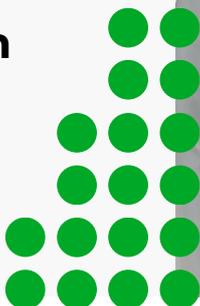
## Make impact. Save the world. Repeat.

The world of cyber security is constantly changing, and it's up to us to stay ahead of the curve. We seek out opportunities to make global impact and are the architect of our own successes.

Niklas joined us on the first of September and has already made a huge impact. Not only has he booked 43 meetings, which is a 148% overperformance of the runner-up, he was also involved in closing an exciting new Swedish client. With the growth of the Swedish team, we can't wait to see more Swedish deals follow.

**Niklas Gunnarsson**

*SDR Sweden*



# 2.

**People first.**

**Save the world.**

**Repeat.**

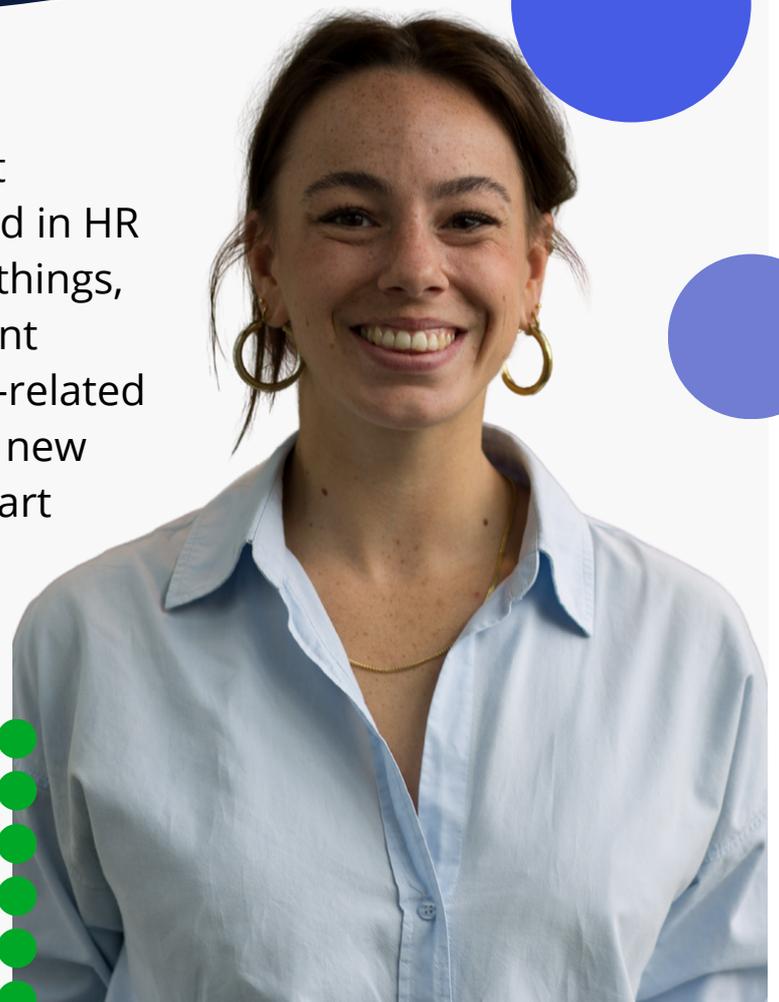
We're one team, and much, much more than the sum of its parts. Our success is determined by learning and supporting each other, but we will never forget to celebrate our successes.

We put people first in everything we do.

In addition to her role as talent recruiter, Igoner is also involved in HR related matters. Among other things, Igoner is available to our current colleagues when they have HR-related questions and makes sure our new colleagues get off to a good start by supervising onboarding programmes.

**Igoner Boele**

*Talent Recruiter*



# 3.

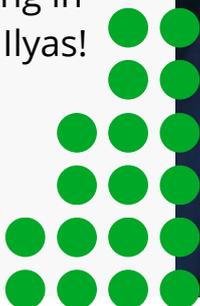
## Get things done. Save the world. Repeat.

We say what we do, and we do what we say. Our people take ownership and dare to make choices. Protecting people's data is in our DNA, so we always get the job done.

Ilyas is dedicated to gaining devops knowledge and helping with support, fixing second line issues. He's always there to help. He's highly committed and eager to learn. Ilyas wants to understand the reason behind problems, not just solve them. Triodos is happy to have him as first point of contact after fixing difficulties and daily issues. Ilyas was also the technical lead in the implementation in Sweden, which he still manages. He even earned his Azure fundamentals certificate through studying in his free time. Well done, Ilyas!

### **Ilyas Kocak**

*Senior Technical  
Support Engineer*



# 4.

## Committed. Save the world. Repeat.

Security is a right that's worth the fight and we take on the challenge with both hands. Everything we do serves to make other lives safer, easier and more carefree.

Marije is our primary churn prevention weapon. She is always available to help clients and colleagues. She improves processes and communication lines, enhancing the quality and effectiveness of the CS team. Her clear communication style and pragmatic problem-solving skills make her colleagues and contacts feel safe with their concerns.

**Marije van de Vall**

*Senior Customer Success  
Manager*



# At Smartlockr we...

## Lead by example.

At Smartlockr we encourage our people to lead by example and treat others how we want to be treated.

We strive for a workplace where everyone has the freedom and autonomy to do their work the best they can. Our leaders are there to give support, guidance, and direction when needed.

We motivate our people to take ownership and make decisions, even if that sometimes leads to mistakes. We are only human. We make mistakes, learn and try again!

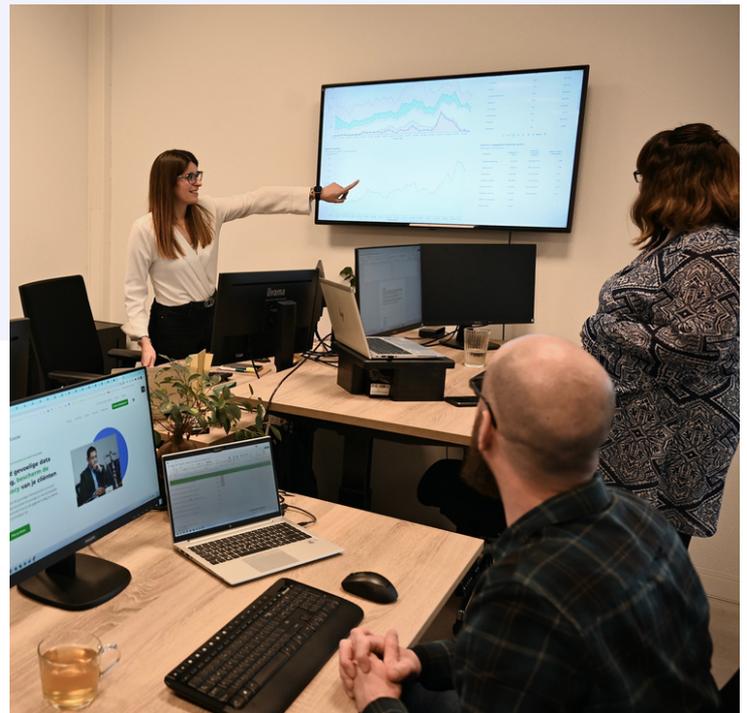


# At Smartlockr we...

## Provide a diverse & inclusive workplace.

We value a diverse and inclusive workplace. As putting people first is one of our core values, we highly value equal treatment for every individual in and out Smartlockr.

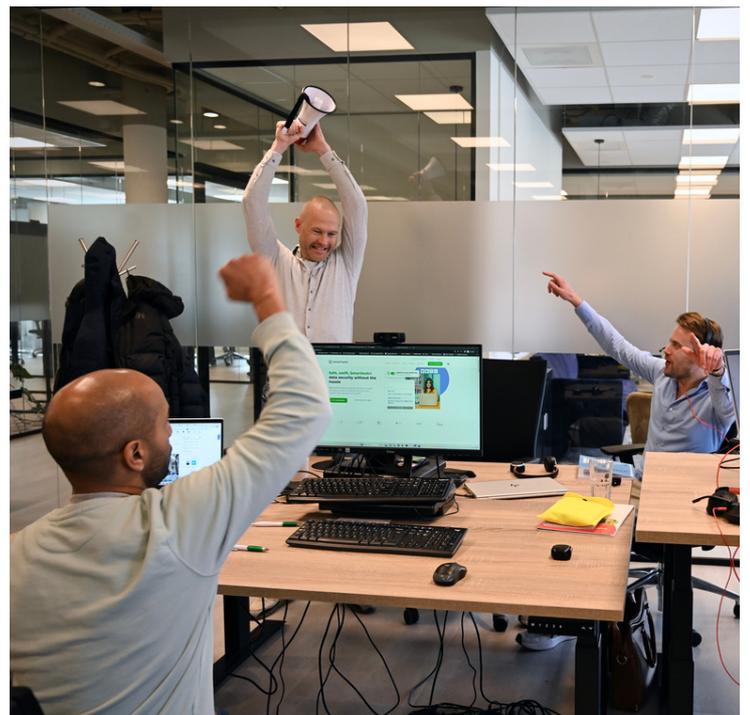
We as Smartlockr want to create a workplace where every individual feels part of the team, our successes, and our growth. We want our people to feel comfortable to talk about any subject and to share their views and opinion with every other person in the company (no matter background/role/gender).



# At Smartlockr we...

## Celebrate successes together.

We want everyone at Smartlockr to feel part of our successes. Therefore we love to celebrate milestones together, no matter the size, because every step brings us closer to our end goal, a carefree work life!



Have fun.  
Save the world.  
Join us.

