

At Shades Hair & Co., our Code of Honor reflects the standard we hold for ourselves and for the experience we create.

01.

### GROWTH

We embrace growth in skill, education, creativity, confidence, and client care every day.

02.

### GRATITUDE

We serve every guest and teammate with appreciation and intention.

03.

### ACCOUNTABILITY

We take ownership of our actions and outcomes. We hold ourselves and each other to a standard of integrity and excellence.

06.

### ASSERTIVENESS

We speak up respectfully, communicate professionally, and address issues directly and maturely.

# Shades

EST. H A I R & C O . 2022

05.

### DEPENDABILITY

We are reliable. Our team and our clients can count on us to show up, communicate clearly, and follow through.

04.

### RESPONSIBILITY

We follow through on our commitments, own our role within the team, and do what we say we will do.



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07.

### BALANCE

We value the harmony between work, life, and well-being.

08.

### RESPECT

We treat guests, teammates, leadership, and brand partners with kindness, professionalism, and consideration.

11.

### COMMUNICATION

We value clear, honest, respectful communication that strengthens trust and collaboration.

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09.

### COURAGE

We are willing to learn, stretch ourselves, challenge old habits, and grow into the next version of ourselves.

10.

### PURPOSE

We stay connected to the bigger mission behind our work and the kind of salon we are building together.

