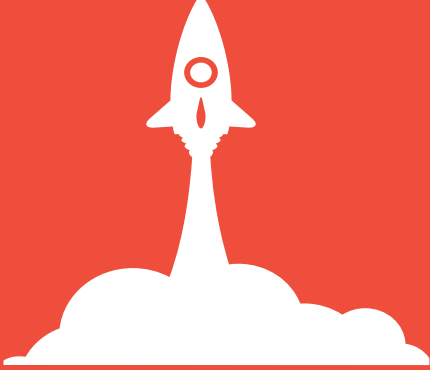


ZOËS KITCHEN CORE VALUES



STRIVE FOR GREATNESS

NEVER SETTLE. BE EXTRAORDINARY!

BE THE CHANGE

Take initiative and do your part to make things great! Act when there is smoke, not fire!

BE A WINNER, NOT A WHINER

A problem-solver, not a problem-presenter.

GET GRITTY

Use grit, tenacity and hustle to triumph in the face of adversity.

SPEAK UP!

Engage in the difficult conversations necessary to make things better.



PEOPLE FIRST

ABOVE ALL, WE CARE.

PEOPLE, GUESTS, PROFIT

Attend to each, in that order.

SEEK TO SERVE!

Look for ways to add value to the lives of others.

SEEK TO UNDERSTAND

Listen, put yourself in their shoes, and solve the real need.

HAVE POSITIVE INTENT

Your words and actions should always have the teams' best interests in mind.



LOVE LIFE

SEEK THE GOOD IN EVERY MOMENT.

LIVE LIFE TO THE FULLEST

Cultivate a balanced and full life, rooted in gratitude.

FEEL GOOD!

Fuel your body and mind with goodness.

HAVE FUN

Laugh. Lighten up—it's just kabobs.

YOU ARE THE VIBE OF THE TRIBE

Attitude and energy are contagious.



BE HUMBLE

HUMILITY IS OUR STRENGTH.

CHECK YOUR EGO AT THE DOOR

Think of *yourself* less and the team & business more.

GET VULNERABLE

Embrace your strengths while being honest about your weaknesses.

BE ACCOUNTABLE

Look in the mirror first and own your part in any situation.

NEVER STOP LEARNING AND GROWING

There's always room to improve.



ONE TEAM ONE ZOËS

WE'RE IN IT TOGETHER.

BE ALL IN

Don't half-ass it.

RESPECT OTHERS

Respect and value the contributions of others.

SHOULDER TO SHOULDER WE SERVE

Do whatever it takes to support the entire team. Job title doesn't matter—we do it together.

NO FINGER POINTING

Take accountability and support your team.