



ETHIC'S CHARTER

INTRODUCTION

Sustainable development is a key element of Business & ICT Consulting's strategy. This implies for us to respond to societal needs of our partners, and also to anticipate the environmental, social and economic evolutions of the society. Therefore, the management of Business & ICT Consulting has decided to integrate the sustainable development dimension into our activities.

Our approach is directly linked to the policy of « Sustainable Development » as defined by the European Commission. Ethics is one of the foundation of Sustainable Development; and we have made it a priority. Within our organization, ethics is present at all levels, guides our way of interacting with our partners and coexists with our values.

PRINCIPLES

We try to share our values and principles with our partners; and in a world that is more and more open and connected we are trying to reinforce our sharing in order to create more value for the entire group of persons we are working with.

We take care of our staff, of their career and training path, and of their well-being. This translates, amongst other, by the strict respect of work legislation, fair income, periodic and personalized reviews, adapted work periods, access to mobility solutions and a fulfilling work environment.

We support our staff members, by offering them a development framework aimed at excellence and overperformance. We provide, throughout the inception cycle, all the required human, logistics and technological support for projects success, creating strong and lasting relations with our staff members.

We develop a sustainable business relationship with our suppliers and partners, based on a mutual trust. We encourage our suppliers to adhere to our Sustainable Development Charter guided by our principles of sustainable purchases and require from them a strict respect of the social and environmental rules and regulations.

We commit ourselves as a community by acting responsibly. We pay attention to the local impact of our organization. We are the relay of our staff members with public and private organizations. We are also preparing for the future by cooperating with the academic and social actors.

Finally, we respect our shareholders by providing them regular and transparent detailed financial and organizational information. By doing so, we guarantee the correct use of funds and build long-term trust relationships required for a sustainable growth while limiting risks.

Our approach is not fixed, and as an approach of continuous improvement, we remain open to tomorrow's challenges where ethical behavior remain for us a priority.

Christian Maes,
CEO

A handwritten signature in blue ink, appearing to read 'C. Maes', with a long horizontal flourish extending to the left.

