

# AEGIS QUALITY POLICY

## INTRODUCTION

Aegis Quality Policy derives from its values and principles.

In Aegis Policy, there's a deep attention to all the stakeholders. A context analysis has identified their needs and expectations, which are always taken into consideration and integrated into the Policy itself. In defining its objectives, Aegis Management embraces a "risk-based thinking" approach to add value to its clients and to ensure effective solutions and create a long-term relationship of trust.

Aegis working method is characterized by:

- Ability to identify clients' needs;
- Accuracy in identifying the most effective ways to meet clients' needs;
- Focus on Human Capital;
- Attention in delivering all services in a professional and timely matter;

## VISION

People in the right place

## MISSION

We create relationships with people and organizations taking care of them through specialization, continuous learning, competence, attention to people and their impact on businesses.

## CHARTER OF VALUES

In 2011, following an in-depth analysis, assessment and individual interviews, Aegis drawn up its **Charter of Values**, which describes in a synthetic and precise way the value pillars of Aegis, their meaning and application.

The values constitute:

- a strong bond between all those working in Aegis;
- the foundation of Aegis strategic and operational decisions;
- a source of guidance and inspiration.

### Transparency

We are extremely flexible, except when it comes to moral principles. Respect for legality and professional ethics are non-negotiable elements for us. Building on fairness and trust, we establish clear and mutually satisfying relationships that stand the test of time.

### Distinctiveness

We raise our gaze to find solutions that are not only effective but also sustainable over time, with the aim of exceeding the expectations of both candidates and clients.

### Passion

We know we can contribute to building a better future for our colleagues, candidates, and clients. That is why we give it our all every day.

## **Trustworthiness**

Relationships are at the heart of everything we do. We build them with a focus on reliability and closeness, ensuring that clients and candidates know they can always count on us.