

HONESTY



Loyalty, integrity, uprightness, a complete refusal to use any underhanded method to help win business or gain any kind of advantage. Neither growth nor profit nor independence have any real worth unless they are won through complete honesty and probity.

We will:

- Not take short cuts and will act within appropriate guidelines and procedures without being inflexible.
- Display ethical behaviour in relation to dealing with others.
- Communicate in an open and sincere manner.
- Take ownership and responsibility for our own actions.
- Act with integrity.

BOLDNESS



Which implies a flair for entrepreneurship and a desire to take considered risks and show commitment. This is the soul of competitiveness: firmness in making decisions or in forcing their implementation, an acceptance periodically to challenge one's orientations and the status quo. Boldness should be combined with a certain level of prudence and a particular clear sightedness, without which a bold manager is, in reality, merely dangerously reckless.

We will:

- Not be put off by constructive feedback, criticism or rejection of our ideas.
- Demonstrate a willingness to try new things.
- Be prepared to take evaluated risks.
- Challenge with purpose and confidence.
- Be prepared to drive change.

TRUST



Meaning the willingness to empower both individuals and teams; to have decisions made as close as possible to the point where they will be put into practice. Trust also means giving priority, within the company, to real openness toward other people and the widest possible sharing of ideas and information.

We will:

- Believe all people strive to achieve a good result each day.
- Provide an environment that encourages participation and constructive feedback.
- Consistently convey positive belief in the capacity of team members.
- Maintain confidentiality.
- Commit to something and do it.

FREEDOM



Which means independence in thought, judgment and deeds, and entrepreneurial spirit, creativity. It also means tolerance, respect for others, for different cultures and customs: an essential quality in a group of over 50,000 people of thirty or forty different nationalities.

We will:

- Provide and encourage an environment of open communication.
- Act independently and exercise initiative.
- Accept and encourage diversity.
- Embrace creativity and be open to innovative ideas.
- Give impartial advice.

TEAM SPIRIT



Meaning solidarity, friendship, fidelity, generosity, fairness in sharing the benefits of collective work; accepting responsibilities and an instinctive willingness to support common efforts when the storm is raging.

We will:

- Demonstrate commitment to our colleagues, Capgemini and our clients.
- Work together as a collaborative team.
- Encourage all to work towards the common goal.
- Support one another at all times.
- Share ideas, successes and our learnings openly.

MODESTY



That is simplicity, the very opposite of affectation, pretension, pomposity, arrogance and boastfulness. Simplicity does not imply naivety (simple does not mean simpleton!); it is more about being discreet, showing natural modesty, common sense, being attentive to others and taking the trouble to be understood by them. It is about being frank in work relationships, loosening up, having a sense of humour.

We will:

- In relation to personal success, always acknowledge the contribution of others.
- See achievement of goals as required in itself, rather than requiring public recognition.
- Exhibit self-confidence without conceit or arrogance.
- Communicate with sensitivity.

FUN



Means feeling good about being part of the company or one's team, feeling proud of what one does, feeling a sense of accomplishment in the search for better quality and greater efficiency, feeling part of a challenging project.

We will:

- Participate, encourage and promote fun in the workplace.
- Create an environment where people want to work.
- Celebrate the success of the team.
- Help the team relax by diffusing tension.