



**BUREAU
VERITAS**

VALUES LEADERSHIP EXPECTATIONS



1. VALUES

2. LEADERSHIP EXPECTATIONS



OUR VALUES

TRUSTED

**“WE ARE HERE
TO CREATE TRUST”**

**AMBITIOUS
& HUMBLE**

**“WE DEMONSTRATE AMBITION
WITH HUMILITY”**

OUR ABSOLUTES

ETHICS

SAFETY

FINANCIAL
CONTROL

RESPONSIBLE

**“WE LEAVE OUR MARK
RESPONSIBLY”**

OPEN & INCLUSIVE

**“WE BELIEVE IN THE STRENGTH
OF DIVERSITY”**





TRUSTED

CREATE

We succeed in creating trust

ETHICS GUARDIANS

Our decisions are taken with integrity & ethics



TRUSTED

OBSERVABLE BEHAVIORS

EXAMPLES:

- Builds trust relations in interactions with clients, commercial partners, teams, public authorities, etc...
- Builds and delivers solutions that meet customer expectations
- Builds trust in line with BV Absolutes, values and our Code of Ethics Principles
- Respects and applies local and international ethics and professional standards
- Shows consistency between words and actions



RESPO

SIBLE

OWNERSHIP

We stand by our work and we are accountable for what we deliver

SUSTAINABLE

We accompany progress by anticipating the future



RESPO **N** SIBLE

OBSERVABLE BEHAVIORS

EXAMPLES:

- Accountable for self and others to meet commitments; responsible for the accuracy and integrity of information supplied and work delivered
- Acts responsibly, sustainability is key
- Considers the impact of his/her actions upon people, the community and environment
- Empowers his/her teams and encourage others to “leave their mark” responsibly



AMBITIOUS

HUMBLE

PERFORMERS

We build strong teams that collaborate to deliver high performance that serves our clients

CONTINUOUS LEARNERS

We develop ourselves to face the challenges of today & tomorrow



AMBITIOUS

HUMBLE

OBSERVABLE BEHAVIORS

EXAMPLES:

- Sets high performance for him/herself and collaborates with others to get work done
- Serves clients, delivering solutions that exceeds their expectations
- Action-oriented, challenges the status quo, identifies and seizes new opportunities
- Able to challenge his/her own expertise or experience and learn from others
- Values feedback and uses it to fuel his/her growth & continuously improve
- Shows personal commitment to learn on a continuous basis



OPEN

INCLUSIVE

INNOVATIVE

We strongly believe that new technologies and new ways of thinking are a key to meeting the challenges of new trends

RESPECT

We respect and value differences; we recognize individual and collective achievements



OPEN

INCLUSIVE

OBSERVABLE BEHAVIORS

EXAMPLES:

- Encourages diverse thinking to foster new perspectives
- Encourages and nurtures innovation
- Open to new technologies, new perspectives & new ways of working ; contributes actively to change and agile innovation
- Respects and values differences; applies others' diverse experiences, styles, backgrounds and perspectives to get results
- Recognizes others for their contributions, sharing recognition when a team effort

1.VALUES

2.LEADERSHIP EXPECTATIONS





LEAD THROUGH

BV ABSOLUTES
& VALUES



BUILD

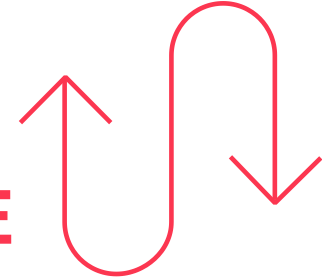
ENGAGED
TEAMS



LEADERSHIP
EXPECTATIONS

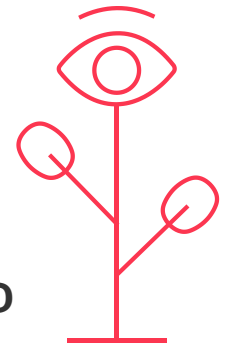
DRIVE

VISION & PURPOSE



GROW PEOPLE

FOR TODAY AND
TOMORROW'S
CHALLENGE /SUCCESS





LEADERSHIP EXPECTATIONS

LEAD THROUGH

BV ABSOLUTES
& VALUES

OBSERVABLE BEHAVIORS

EXAMPLES:

- Is a Role Model for BV Absolutes and Values and expects same from his/her team
- Leads & inspires his/her team and those that he/she comes in contact with to behave in line with BV Absolutes and Values
- Takes immediate action when behaviour and actions not aligned

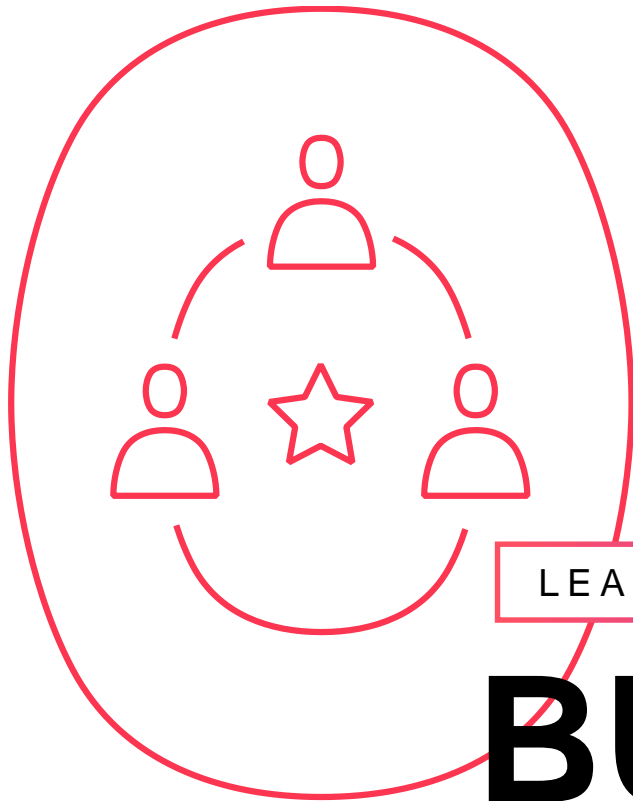
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OBSERVABLE BEHAVIORS

EXAMPLES:

- Contributes to shaping the future, bringing energy, optimism and personal leadership
- Is a BV Ambassador, sharing the vision and purpose inside & outside BV
- Creates milestones and symbols to gain understanding and momentum with their people
- Works co-operatively with others across the organization to achieve shared objectives



LEADERSHIP EXPECTATIONS

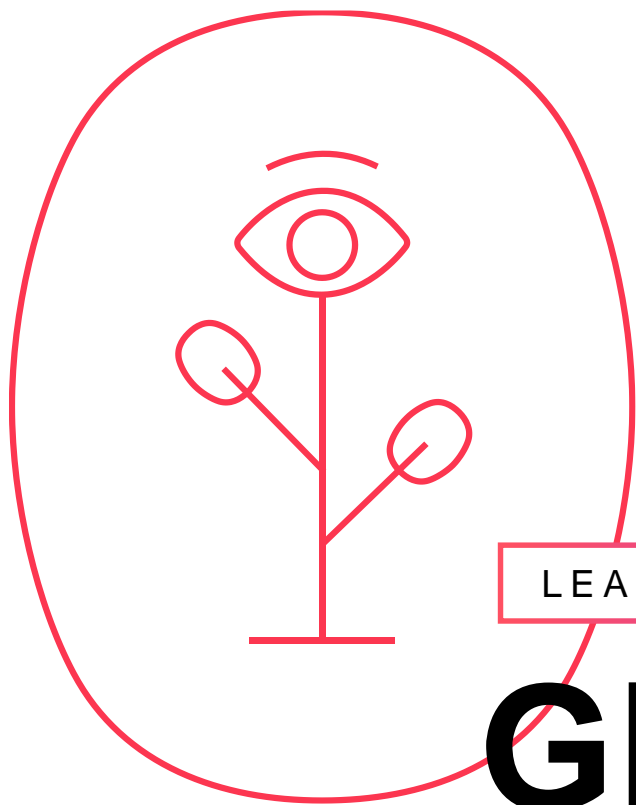
BUILD

ENGAGED TEAMS

OBSERVABLE BEHAVIORS

EXAMPLES:

- Attracts and selects diverse and high caliber talent to meet the Group's needs
- Translates the BV vision, purpose and strategy in a way that people can relate to
- Provides his/her team with guidance needed for individual and collective success, favouring open dialogue and collaboration spirit
- Creates an environment where safety, health and well-being of his/her team members is a priority



LEADERSHIP EXPECTATIONS

GROW PEOPLE

FOR TODAY AND TOMORROW'S
CHALLENGES/SUCCESS

OBSERVABLE BEHAVIORS

EXAMPLES:

- Fulfills short-term needs and sees ahead future possibilities; anticipates the need for future skills and roles, assessing his/her team fairly and efficiently
- Provides feedback on a regular basis; regularly coaches or mentors his/her team
- Empowers his/her team
- Encourages a growth mindset, devoting time and means to develop his/her team



BUREAU
VERITAS