



VALUES @ TIS

26TH FEBRUARY 2021



OUR VALUES ARE OUR SIGNIFICANT CULTURAL CAPITAL

THEY REPRESENT WHO WE ARE AND
WHAT WE STRIVE TO BECOME

@ TIS VALUES REVIEW | TRANSITIONING FROM IMPLICIT TO EXPLICIT...



COMMITMENT

Commitment is a fundamental element for the effective development of each individual and the organisation as a whole. It ensures the implementation of the outlined strategies, having a significant impact on customers and the market. A strong commitment fosters collaboration and alignment among stakeholders, contributing to sustainable success and the creation of long-term value.



A full-page background image of a surfer in a black wetsuit riding a large, curling wave. The water is a vibrant turquoise color, and the wave is breaking into white foam. The surfer is positioned in the center-right of the frame, leaning forward on their surfboard. The overall scene is dynamic and energetic.

ETHICS

At TIS, we uphold high ethical standards in respect for individuals, encompassing all aspects of our work and in every daily interaction, both internally and with our various stakeholders.

RIGOUR

At TIS, we believe that one of the cornerstones of excellence is the precision and dedication we apply to our work, from the development of methodologies to the strict adherence to deadlines and budgets.





At TIS, we consider teamwork an essential element in promoting collaboration and growth.

We strive to cultivate a culture of cohesive teams that engage in constructive feedback, enabling each member to thrive and contribute to our collective success.

TEAMWORK



INNOVATION

Innovation is in the DNA of TIS. We view innovation as a vital element in meeting the new market requirements and advancing knowledge.

SUSTAINABILITY

A hiker with a backpack is walking away on a mountain trail. The hiker is wearing a blue and white checkered shirt, dark blue jeans, and a dark backpack. The trail is a dirt path winding through a lush, green mountain landscape with various plants and trees. The background shows rolling hills and a clear sky.

At TIS, we believe we play a pivotal role in fostering a fairer and more sustainable society. Our commitment extends beyond individual well-being; we are dedicated to enhancing the collective welfare of all citizens.

VALUES @ TIS | THE VALUES WE AIM TO EMBODY...

SUSTAINABILITY

To promote a more just and sustainable society, with a focus on both individual and collective well-being.

INNOVATION

Innovation is an integral part of TIS's DNA. We remain attentive to emerging market requirements and strive to continually enhance our knowledge.

TEAMWORK

We cultivate a culture of sharing and development, forming cohesive teams that provide and receive constructive feedback.

COMMITMENT

To foster personal and organizational development, positively impacting our clients and the market at large.

ETHICS

To show respect for human dignity, ensuring integrity in our internal relations and with all stakeholders.

RIGOUR

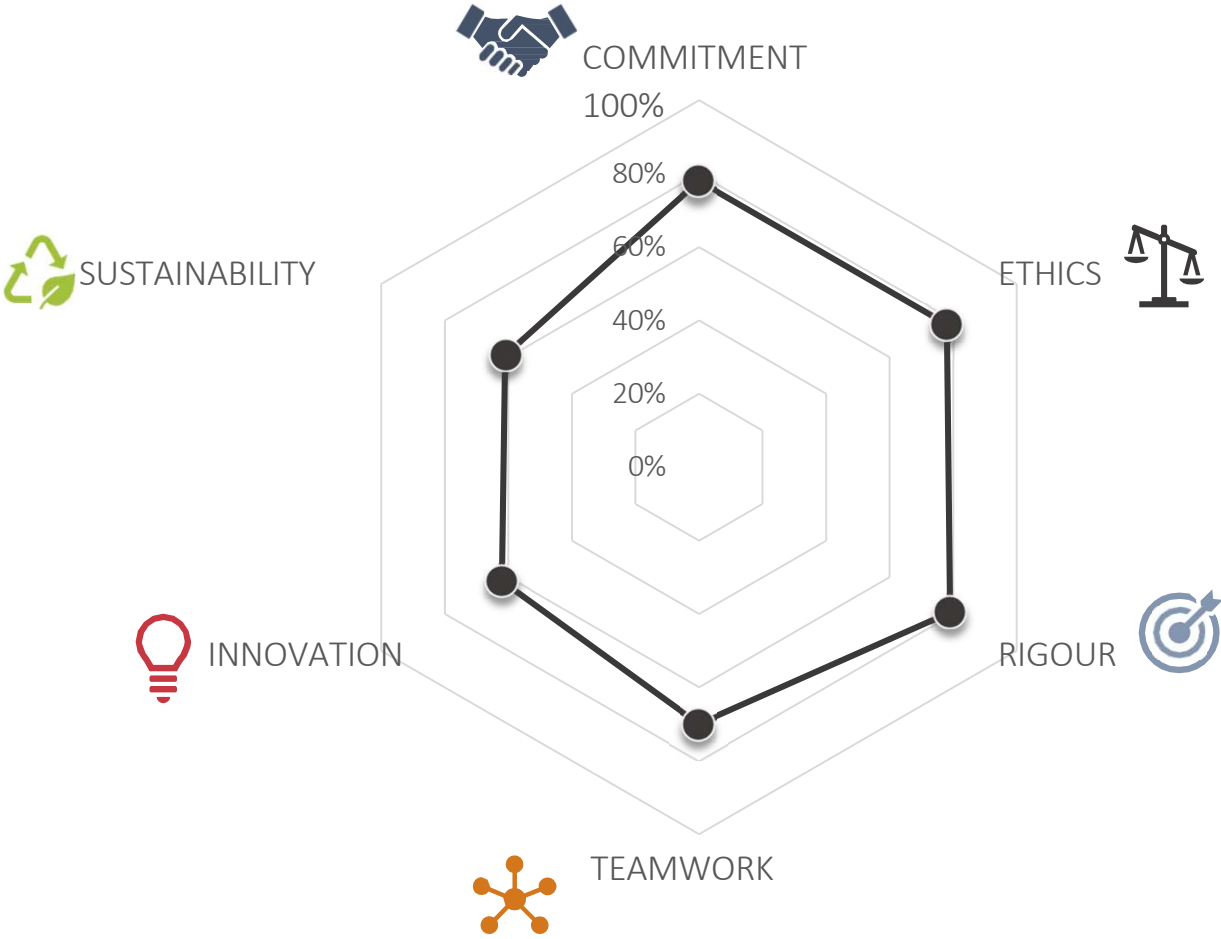
To uphold a high standard of rigour in all the work we undertake, ensuring quality and excellence.



VALUES @ TIS | HOW THEY WERE (ARE) PERCEIVED...

Response to the question: Is there ... at TIS?

- ✔ Commitment | 78%
- ✔ Ethics | 78%
- ✔ Rigour | 79%
- ✔ Teamwork | 70%
- ✔ Innovation | 62%
- ✔ Sustainability | 61%



Source: Survey Results @ TIS, September 2020

VALUES @ TIS | HOW WE WILL INTEGRATE THEM... A COLLECTIVE EFFORT



Summer 2020:
Review and clarification of the VALUES @ TIS to ensure alignment and understanding across the board.



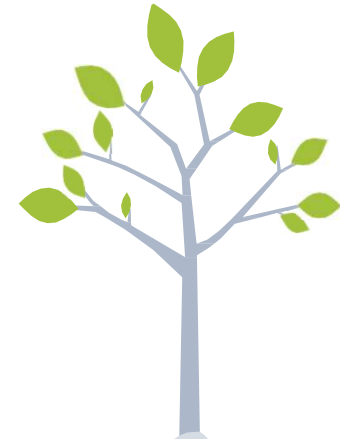
Autumn 2020:
Evaluation conducted by the TIS team to assess how the values are perceived and experienced within the organisation.



Winter 2021: Formal presentation of the VALUES @ TIS to share insights and garner feedback from all team members.



Spring 2021:
Workshop held on 25 March to define desirable behaviours (Dos) and identify unacceptable practices (Don'ts).



Spring 2021 onwards:
Implementing these values in various facets of our work and interactions with colleagues, clients, partners, and suppliers.

SERVICE — COMMITMENT

ETHICS

RIGOUR

TEAMWORK

INNOVATION

SUSTAINABILITY



WE ARE DEDICATED TO PROVIDING A SERVICE OF EXCELLENCE, GUIDED BY HIGH ETHICAL STANDARDS AND METICULOUS ATTENTION TO DETAIL. WE BELIEVE THAT TEAMWORK IS ESSENTIAL TO OUR SUCCESS, AND WE FOSTER INNOVATION AS A MEANS TO ENSURE THE SUSTAINABILITY OF OUR PROJECTS AND SERVICES.



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