

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.

Integrity

Legal and professional ethics are non-negotiable principles that drive all our decisions

Excellence

We believe that our attention to detail makes the difference between satisfying expectations and surpassing them

Commitment

With our colleagues, with our Candidates, with our Clients

Trust

People are the cornerstone of our work: we develop and maintain relationships based upon credibility