



CHARTER OF VALUES

Our identity. Our way of being.

Our pact

This *Charter of Values* defines the founding principles that guide our daily work, the internal relationships within the network, and our relationship with clients, partners, and the territory.

Every member of SogesaNext is committed to knowing it, internalizing it, and applying it consistently, aware that the identity of the network is built through the behaviors of each individual.

1. Our identity

We believe in the strength of our shared wealth of skills. Our *Togetherness* is worth more than the sum of its individuals.

We believe in shared journeys.

We believe in solidity built over time.

2. Our founding values

PARTNERSHIP

We walk alongside our clients, our colleagues, and the territory, aware that without relationships there is no growth. We are partners before we are consultants.

- We listen actively and deeply.
- We share goals, responsibilities, and results.
- We work to create lasting bonds, based on mutual trust.

EXPERTISE

Expertise characterizes and distinguishes us. We transform knowledge into value.

- We invest constantly in training and professional development.
- We bring together diverse experiences and specializations.
- We approach every assignment with rigor, method, and vision.

Every member of SOGESA NEXT is responsible for the quality of their own contribution and for the growth of our shared wealth of knowledge.



SOGESA NEXT

ETHICS

We act with integrity, transparency, and respect.

- We operate with full respect for people, organizations, and regulations
- We make responsible decisions, even when they are complex.
- We reject shortcuts, ambiguity, and conflicts of interest.

Ethics is our daily choice, guiding the way we practice our profession.

RELIABILITY

Being reliable means being a point of stability.

- We keep the commitments we make.
- We are always present, generating a solid sense of trust in our stakeholders
- We approach every assignment with the utmost professionalism and constant support.

EVOLUTION

We always look ahead. Change is part of our DNA.

- We are committed to shaping the future, not defending the past
- We support the evolution of businesses, people, and the organization.
- We question models, tools, and approaches, and, when necessary, ourselves, in order to improve continuously.

3. Our commitment

Every member of SOGESA NEXT commits to:

- Acting in the interest of the client and the network, putting quality before convenience.
- Sharing skills, vision, and information useful for our common development.
- Being an ambassador for SogesaNext, representing its values and shaping its reputation.
- Promoting an environment based on respect, collaboration, harmony, and mutual trust.

4. Our pact

This Charter of Values represents an **ethical and professional pact** among all members of SOGESA NEXT.

Signing it means recognizing oneself in a shared identity and taking on the commitment to make it concrete, every day, in our behaviors, our choices, and the way we build relationships with clients, colleagues, and partners.

It means taking on the commitment to **build value, relationships, and future. Together.**