






CONEXIG VALUES

CONEXIG was created based on, and surrounded by, 10 foundational principles that were initially identified as our first set of Corporate Values. They were: **PEOPLE AND CLIENTS FIRST, OBJECTIVITY, PERSEVERANCE, SUSTAINABILITY, COHERENCE, TRANSPARENCY, ATTENTION TO DETAIL, INNOVATION, ETHICS** and **REACH**. These were fundamental elements of our start up that served the purpose of aligning our original partners' expectations regarding the business we wanted to create. While our Mission and our Vision remain essentially the same, the development of our firm and the ever-growing incorporation of our partners characteristics and shared vision resulted in the review of our values with the objective of ensuring that they represent an easier to follow guideline for our company's actions and way forward.

CONEXIG is a global consulting and expert witness services firm that will be known by incorporating and leaving our revised values in everything we do. With that in mind, CONEXIG's revisited VALUES are described below. While the reminder foundational values will continue to be referred to as such and will continue being the foundational stone of CONEXIG, going forward our actions and behavior will be guided by the following five values:

	<p>ETHICS</p> <p>We live ethically and in compliance with regulations, society expectations and good morals always. We lead by example, with integrity and honesty.</p>
	<p>TRANSPARENCY</p> <p>We are transparent in everything we do. From recruiting and performance 360° reviews to promising value add to clients or informing them about bad news. We communicate openly.</p>
	<p>PEOPLE AND CLIENTS FIRST</p> <p>We value our people as much as our clients and our clients as much as our people. We only exist because of them. We support and treat our teams equally and fairly, fostering development, inclusiveness, work life balance and safety.</p>
	<p>INNOVATION</p> <p>We are open and strive to innovate constantly in all aspects of our business, from delivery to training and operations. We are thought leaders.</p>
	<p>ESG DRIVEN</p> <p>We give back to society, promote equality and human rights and respect the environment in everything we do.</p>

THESE WERE OUR 10 FOUNDATION VALUES:

PEOPLE AND CLIENTS FIRST – We value our people as much as our clients and our clients as much as our people. We only exist because of them. We support and treat our teams equally and fairly, fostering development, inclusiveness, work life balance and safety.

OBJECTIVITY – We will only say, do, or write the necessary and fair, always focusing on value creation or protection. We are practical.

PERSEVERANCE – Our teams work hard and will pursue resiliently the achievement of the objectives of every assignment, despite of any challenges.

SUSTAINABILITY – We give back to society, promote equality and human rights and respect the environment in everything we do.

COHERENCE – We are logical and consistent, both locally and globally. Quality of our teams and services is assured through repeatable QA/QC and training.

TRANSPARENCY – We are transparent in everything we do. From recruiting and performance 360° reviews to promising value add to clients or informing them about bad news. We communicate openly.

ATTENTION TO DETAIL – Our teams are selected and trained to ensure the right level of attention to details required in every different situation. Our opinions are solid, objective and fact based.

INNOVATION – We are open and strive to innovate constantly in all aspects of our business, from delivery to training and operations. We are thought leaders.

ETHICS – We live ethically and in compliance with regulations, society expectations and good morals always. We lead by example, with integrity and honesty.

REACH – We have real boots on the ground near our clients and understand their language, culture and business but also count on a global collaborative leadership and cohesive team.