

WAVESTONE

The  
Positive  
Way

It's who we are  
and how we act

*We are*  
*united* **to make**  
**a positive impact**



**no matter**  
**where**  
*we are*





# *We are united to* **make a positive impact**



## **For our clients**

We act as a trusted partner in their most strategic transformations, from building the business case to making the change happen.



## **For our employees**

We cultivate a positive workplace where we trust each other, take pride in what we achieve together, and encourage everyone to be themselves and fulfill their unique potential at their own pace.



## **For the world around us**

We act as responsible corporate citizens, striving to be at the forefront of best practices in social, societal and environmental responsibility. We steer our ESG goals with the same attention we give to our financial performance.

# *We are energetic, responsible and together*



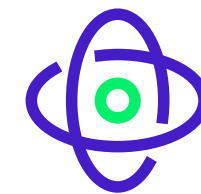
## Together

We want to be a great team, not a team of greats. The team's strength is each individual member, each member's strength is the team.



## Energetic

A positive attitude gives energy to lead projects to success. While we may not control the circumstances, we can always choose how we respond to them.



## Responsible

We act with integrity and take ownership of our decisions and actions, considering their impact around us.

## *This is how we act*



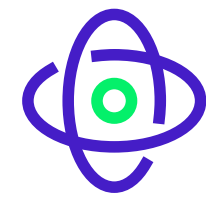


## ((⚡)) Energetic

### For us, being *energetic* is about:

- Standing out by being helpful, resourceful and proactive
- Keeping a positive attitude, especially in difficult times
- Spending more time identifying solutions rather than discussing problems
- Breaking down big problems into manageable pieces to simplify and avoid analysis-paralysis
- Seeking to be a step ahead, thinking out of the box and exploring new paths that haven't been taken before
- Enjoying new experiences, going out of our comfort zone, constantly seeking to learn and grow
- Seeing our journey as a marathon, not a sprint, being aware of our limits and taking care of ourselves
- Being serious but not taking ourselves too seriously





## Responsible

### For us, being *responsible* is about:

- Delivering on our promises without ever compromising on quality and value
- Being honest and fair, ensuring that ethics are always upheld, whatever the cost
- Taking ownership of the CSR commitments of the company, do our best to contribute
- Facing consequences in tough situations by stating the facts transparently and being accountable, no matter how hard it is
- Demonstrating strong commitment in our actions and taking ownership of the final outcomes
- Daring to engage difficult conversations when they are necessary
- Admitting our mistakes and learning from them
- Questioning actions inconsistent with our values





## Together

### For us, being *together* is about:

- Treating everyone with respect, regardless of position, age, gender or origin
- Being ego-less when looking for the best ideas or solutions leading to success for the team as a whole
- Leveraging our individual strengths for the benefit of the team, focusing where the team needs us most
- Pushing in the same direction once the decision is made
- Building authentic and trustworthy relationships with our clients, colleagues, candidates and partners
- Embracing our clients' challenges as our own
- Taking time to share information and knowledge, to help, develop, engage or coach others
- Acting as an owner, never saying «it's not my job» and contributing outside our own field





**The Positive Way** *is our value base,  
the glue that binds us together*