

# VALUES



## Empowerment

We encourage freedom of expression! This empowers each individual employee and business unit the freedom to take the initiative—regardless of the task at hand. Our business units within SKE define their own development strategies and are encouraged to implement them in compliance with VINCI Energies’ culture. This empowerment bolsters their ability to act quickly and creatively and in direct contact with the customers.



## Responsibility

Our success depends on the accountability of our employees at every level of the organization, irrespective of their position. All employees are accountable to their colleagues for their projects, their customers, and their business unit.



## Entrepreneurial Spirit

We recognize the ability of each individual to take initiatives, evaluate risks, envision success, and attain it. This entrepreneurial spirit enables innovation in our projects.



## Trust

We choose to work in a spirit of trust. Trust is something that is given, deserved, rewarded, and allows people to work together in the knowledge that they can count on one another.



## Solidarity

More than just a principle, solidarity is a reality expressed through knowledge/information, activities, and resource sharing across our business units to enhance efficiency and the capacity to act quickly.



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