



INFOTECH SERVICE FZ-LLC - VALUES AND LEADERSHIP EXPECTATIONS

1. VALUES

- **Trusted:**
"We are here to create trust."
 - Builds trust in interactions with clients, partners, and public authorities.
 - Delivers solutions that meet customer expectations.
 - Demonstrates integrity and ethical behavior consistently.
- **Ambitious & Humble:**
"We demonstrate ambition with humility."
 - Sets high-performance goals and collaborates effectively.
 - Learns from others and values continuous personal and professional growth.
 - Challenges the status quo while remaining humble.
- **Responsible:**
"We leave our mark responsibly."
 - Accountable for both self and team performance.
 - Considers the long-term impact on people, the community, and the environment.
 - Empowers teams to act responsibly and sustainably.
- **Open & Inclusive:**
"We believe in the strength of diversity."
 - Encourages diverse thinking and innovation.
 - Respects differences and values diverse experiences.
 - Nurtures inclusion in teamwork and celebrates collective achievements.

2. LEADERSHIP EXPECTATIONS

- **Lead Through BV Absolutes & Values:**
Leaders are expected to be role models, demonstrating BV's core values and acting swiftly when actions do not align with these principles.
- **Drive Vision & Purpose:**
Leaders are ambassadors of the company's vision and purpose, both internally and externally. They foster cooperation to achieve organizational goals and build momentum around the company's vision.
- **Build Engaged Teams:**
Leaders attract diverse talent, provide guidance, and ensure the well-being of their teams, encouraging collaboration and dialogue.



- **Grow People for Today and Tomorrow's Challenges:**
Leaders anticipate future needs, coach their teams regularly, and foster a growth mindset, enabling both short-term success and long-term development.