

# KCB CHARTER



Our KCB Charter defines who we are and what we do. It is the moral compass that guides our daily work. The charter consists of a mission statement, a vision statement and a set of core values that together describe KCB's culture.



## MISSION

### TO ATTRACT, DEVELOP, AND RETAIN TALENTED STAFF AND QUALITY CLIENTS WHO THRIVE ON CHALLENGING PROJECTS

We want talented people to **want to work** at KCB, to develop their career with us, and to develop effective working relationships with our clients.

We carefully choose our clients so that our strengths and talents align with those of the client's and their projects.

## VISION

### EXCELLENCE, TEAMWORK, AND INNOVATION BUILDING A BETTER WORLD

We want to contribute positively to our society and environment by working with our clients on sustainable projects.

## VALUES

### PEOPLE FIRST

- Our main resource is our people; at KCB we recognize and support them to succeed in their career.
- Our desire is for our people, clients and project stakeholders to work as a team while respecting our clients' interests and KCB's values.
- We want to provide our people with interesting projects to work on and with travel and life experiences that will benefit both them and KCB.
- We welcome and recognize diversity.
- We understand that our people are accountable by doing their best and taking pride in their work. Everyone's contribution is important, and it is noticed.
- We salute people's curiosity and enthusiasm for solving problems.
- Our workplace is one of constant learning.
- We want to foster loyalty with our talented people.

## HEALTH & SAFETY

- We recognize that the physical and mental health of our people and their safety while working and while at home is paramount.
- We promote healthy working relationships.

## A RESPECTFUL, SATISFYING AND FUN WORKPLACE

- We treat each other with respect and dignity.
- We foster a workplace that is intellectually and personally satisfying.
- We foster a workplace that is communicative and considerate.
- We actively seek and listen to our people's opinions and ideas.

## SUSTAINABILITY

- Sustainability means we acknowledge the ongoing responsibility for our actions, which has environmental, economic and social dimensions.
- We have an impact on how our clients further their projects in a sustainable way.
- We are stewards of our people, our workplaces, and projects on behalf of our clients.
- We give back to our families and communities.

## PROFESSIONALISM

- We conduct our business ethically, and with integrity and honesty.
- We adhere to the obligations of being a professional.
- We maintain our professional competencies by staying current on business practices and technology.
- We train our people in project management and personnel management.
- We are humble; we speak up when we don't know the answer, or if we are not qualified to perform certain tasks.
- Our word is good. We do what we say.

## INNOVATION

- We seek to turn challenges into successful solutions.
- We carefully consider the balance between current practices, and adopting new ideas and applications to solve problems.
- We remember that the solution to the last problem is not necessarily the answer to the current problem.

## QUALITY

- We apply the "Plan-Do-Check-Act" quality management cycle to our business operations and project management.
- Although we are not perfect, we do things carefully and well.
- We always look to continually improve what we do.

## TECHNICAL EXCELLENCE

- Our technical excellence is founded on a wealth of education, training and experience.
- Our technical excellence means we provide reliable and practical engineering and environmental consulting solutions.
- It is the cornerstone of our reputation.