



COMPANY CHARTER



Our KCB Charter defines why we do what we do, how we do what we do, and what we do, and summarises our core values that govern all aspects of our business. The Charter describes our culture and comprises a **Mission**, a **Vision**, a **Purpose**, and a set of core **Values**.

Down to Earth.

Up to the Challenge.



MISSION (WHAT)

Delivering sustainable solutions for the natural and built environment, everywhere.

- We adopt a solutions-oriented approach to our work.
- We strive for sustainability in our work and our deliverables.
- We have a global presence.

VISION (HOW)

To attract and develop talented staff who work closely with our clients and stakeholders.

- We want talented people to develop their career with us, and to develop effective working relationships with our clients and stakeholders.
- We believe that all of our projects are important projects.

PURPOSE (WHY)

Creating robust, resilient and location-appropriate solutions that stand the test of time.

- We develop the “right” solutions, for the “right” setting.
- We base solutions on our wealth of experience and our training.
- We develop innovative solutions which satisfy technical examinations, withstand environmental conditions, and achieve social acceptance for the long term.

VALUES

People First

- Our main resource is our people – we recognize and support them to succeed in their career.
- We recognize that the physical and mental health of people and their safety, at work and at home, is paramount.
- We value our clients and engage with them on a personal level.
- We recognize our duty to the broader community, society and the environment
- We provide our people with interesting projects to work on, with travel and life experiences that will benefit both them and KCB.
- Our teams bring their passion to work every day by working on projects that accelerate their growth and development.
- Everyone's contribution is important, and it is noticed.

Technical Excellence

- We turn challenges into successful solutions.
- Each project we undertake is important and requires personal attention.
- Our technical excellence is the cornerstone of our reputation.

Quality and Innovation

- We balance existing practices and the adoption of new ideas to solve problems.
- We use our experience to help identify solutions and recognize that the solution to the last problem is not necessarily the answer to the current problem.
- Our workplace is one of constant learning.



Sustainability

- Sustainability means we acknowledge the ongoing responsibility for our actions, which have environmental, economic and social dimensions.
- We recognize the importance of the 17 Sustainable Development Goals (United Nations) in all aspects of our business.
- We have an impact on helping our clients develop 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.

Passion and Commitment

- Finding technical solutions is the foundation of our business.
- We salute and encourage people's curiosity and enthusiasm for solving problems.
- We are committed to each other and our clients.

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 technologies.
- We present solutions that align with our Values and take the time to work with clients to resolve conflicting requirements.

Collaboration

- Our people, clients and project stakeholders work as a team respecting our clients' interests and KCB's Values.
- We promote healthy working relationships.

Respect

- Within our diverse teams, inclusion and equality are continuous objectives that we strive for. We recognize that an inclusive workplace leads to success and drives innovation.
- 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.



Platinum member



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