



Our organisational values

At Intelliport Group, **we believe that a good organisational culture and values are both the driving force and the power of an organisation's development.** It is essential for us that all our colleagues feel that they are important to the organisation and see that there is value in what they do. We wish that our staff are happy to work here because they are valued and know they can count on others. We want to develop a leadership culture and an operational values system that not only retains people, but also encourages them to create value.

We encourage and support our colleagues to be **autonomous and take responsibility** for the quality of their work and their decisions. This gives them a more direct sense of the role, value and importance of their work in our collective success.

We believe that it is only worth working by thinking. Innovative ideas from our colleagues are a key driver of the Group's development, so **we trust our colleagues** and encourage them to identify opportunities for improvement and efficiency within their own areas of work, to be proactive and to **dare to take the initiative** individually.

Encouraging their continuous professional development is key, as the organisation and individuals grow together. Our colleagues regularly participate in courses at home and abroad, and we have individual study contracts for those who wish to continue their studies.

To be successful, we need to be a **team player**, each person's work is often interdependent, so it is not enough for each of our staff to do their job well, and they need to know why they do it and what their role is in the process. We try to develop a **sense of ownership** in our people, so that they do their jobs and treat the company's assets and resources as if they were their own.

Both the IoT and the application development market are rapidly changing environments. The success of our Group depends largely on how quickly we can adapt to rapidly changing circumstances, and the **flexibility** of our organisation is essential to this, which depends largely on the flexibility and openness to change of our colleagues.

We treat both our human and professional relationships with **openness and tolerance, respecting each other's rights and interests.** We seek solutions that lead to mutual satisfaction.

A pleasant working atmosphere, a direct, **human tone** and **personal communication** are important to us. We want to avoid overly hierarchical relationships that can create a long distance between person to person.

We believe in the importance of **social responsibility** and fairness. **We reject corruption** in all its forms and expect the same from our colleagues and business partners. We operate and continuously improve quality management systems to minimise operational risks.

In our day-to-day operations and in the development of our technologies, we pay particular attention to **energy efficiency, pollution prevention** and **reducing environmental impact.**

A **customer-centric approach** permeates our daily work. It is important to us that this is felt not only by those colleagues who interact directly with our customers, but also by those who interact indirectly with them, so that they understand and identify with the ultimate purpose of our business processes.



Our colleagues can always rely on the support of the company, and the Intelliport Group is there to help them through life's difficult situations. It is essential for us to be a **people-focused, people-oriented and family-friendly organisation**. Because of our loyalty to our colleagues, they consider us a reliable partner in the long term and will stay with the company.

Our Group has a long history of success, is growing and developing and has a **solid financial base**. Its owners and managers are committed to **secure, sustainable and ethical** business development.

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