

Lexogen Imperatives

(our mindset and values)



Innovation to create value : trust, empower, listen

We trust and support each other, listen, be open to new ideas/thoughts and are non-judgemental. Managers empower their team and delegate decisions.

We valorize ideas and initiatives.

We set an error-friendly atmosphere : no blame, no finger pointing, a constant learning and improvement spirit.



Simplicity to add value : ease of use, communication, humility

We simplify things in such a way that they are easy to use and to understand without being an expert or a skilled person.

We communicate simply, in a short and effective way (clear and obvious). We refrain from using technical words when it is not necessary.

We remain simple, humble as a mark of respect for others, to show our willingness to listen to others, accept their point of view, and acknowledge their feelings.



Fairness to embody our strong values : impartiality, integrity, transparency

We are impartial and create an environment of security, freedom, and harmony.

We act with integrity, do the right thing and follow the rules and regulations but also our chart, whether it benefits us or not as an individual. Since one cannot have integrity without being honest, this implies also a strong honesty, being sincere and refusing deceit, fraud or malevolence.

We are transparent *i.e.* open, honest and straightforward, to build trust and clarity, to ease communication and interactions, to create a safe environment free from fear, and to support innovation by encouraging openness about achievements and mistakes.



♥ Love because we value people and interactions : respect, care, serve

We act with respect and humanity in what we do and with whom we interact, in order to protect their dignity.

We care of and serve others (our colleagues, our customers...) through a stewardship attitude.

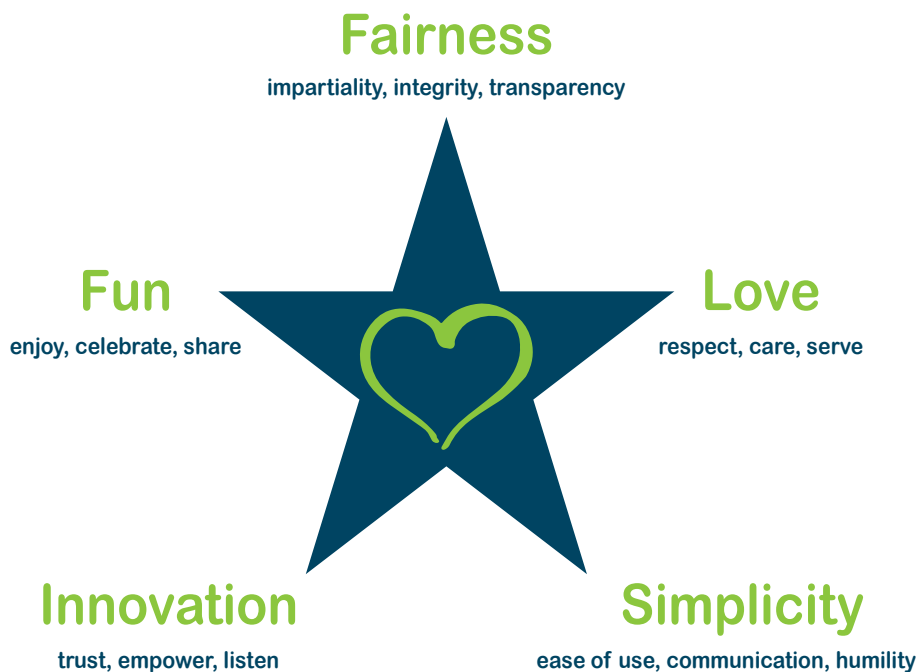
We believe that together, as a team, we are stronger.

👥 Fun to spark joy in our life : share, enjoy, celebrate

We share our passion and our enthusiasm.

We come as we are and we enjoy what we do.

We celebrate each success, yours or ours, big or small, and also lessons learnt from errors.



We simply love innovative fun ! It's fair, isn't it!