

GSXecutive
Choice of Success

Charter of Values

GSXecutive Search S.a.s





The **Charter of Values** is the outcome of a **dedicated journey**, developed collaboratively by **the entire team** with the support of a **consultant specialized** in strategic organizational systems.

This document **was born from the collective and inclusive commitment** of everyone involved. For this reason, it embodies one of **our core Values: determination**.

It is essential that each of us commits to **living and promoting these principles**—not only within the company, but also beyond it—helping to share and uphold them as a **guiding force for our future**, both as a business and as individuals.

The journey

A Collective Commitment



What Is the Charter of Values?

The Charter of Values is the foundation of our corporate identity.

It brings together the principles and values that guide our daily actions and shape **our long-term vision**. More than a set of rules, it serves as a manifesto that inspires our work, with **the aim of creating value through values**.

This Charter is a **strategic guide**, designed to provide each of us with the tools needed to build **a future aligned with our business goals**. It helps us **navigate challenges with confidence**, following a clear and shared direction.

By **committing to uphold and promote** the values expressed in this Charter, we actively contribute to a company that **places honesty, passion, and the value of the individual at its core**. Every action—whether individual or collective—becomes part of a greater purpose, where **respect, honesty, and trust** light the way toward a sustainable future aligned with our mission.



Mission

What We Do, Who We Serve, and How We Do It

We offer **tailored services for companies** and candidates, creating successful connections and **promoting listening, growth, and awareness**—grounded in shared values.

Vision

Where Are We Headed?

Our **young, dynamic, and innovative company** is a **national and international point of reference** in the world of **human resources**. Our team is made up of work psychologists, career coaches, and guidance professionals.

We collaborate with **universities and top-tier training institutions**. Our core business is delivering high-quality, **tailor-made services** that foster both the **cultural growth of companies and the professional development of individuals**.

Passion, honesty, and integrity are the values that set us apart.

Purpose

Why We Do What We Do

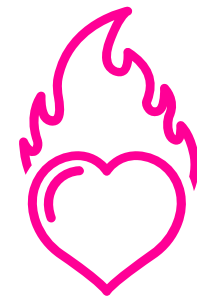
Improving the world of work by creating **valuable connections between companies and individuals**, fostering growth, awareness, and professional well-being through **tailor-made services** grounded in integrity and passion.

Our Values



Determination

The Race to the
Finish Line



Passion

Our Heart



Person

The Core of
Everything



Honesty

The Foundation of
Relationships



Respect

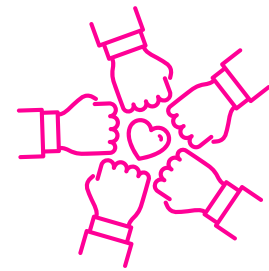
Each individual is
unique

Our Values



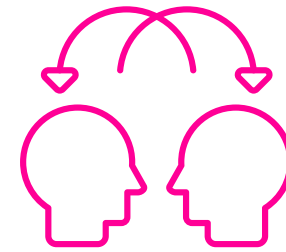
Trust

The Bridge
Connecting Us



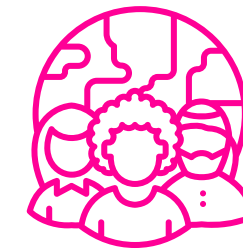
Harmony

A Cohesive Team



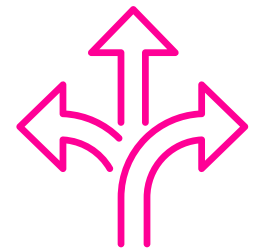
Empathy

Understand
without
Judging



Freedom

We Value
Diversity



Flexibility

Ability to Change



Determination

Race to the Finish Line



In our work, determination is demonstrated through the **constant pursuit of the best solution**. Every challenge is met with the **commitment** to find the right candidate, **support** our clients in achieving their goals, and **propose strategies** that deliver tangible results. Perseverance in overcoming obstacles and the ability to adapt to varying needs are key elements, always keeping a **strong focus on long-term objectives**.

Some examples

Staff Selection: Determination drives us to never stop until we find the perfect candidate, despite any challenges.

Corporate Coaching: During times of change, we are determined to support every team member, overcoming resistance and keeping the focus on achieving success.



Passion

Our Heart

Our passion for our work is reflected in the **dedication** we put into every project, in the **care** with which we listen to and **understand** the needs of both clients and candidates. It's the **desire** to see people and companies grow, the **joy** of finding solutions that truly make a difference. Every phase of the process, from selection to consulting, is approached with **enthusiasm** because we believe in the value of what we do and the positive change we can create.

Some examples

During the recruitment process, we go beyond simple hiring; we ensure that every decision made respects and values the individual, promoting their development and long-term success.

In a selection interview, we don't just assess a candidate's technical skills; we take the time to understand their motivations, aspirations, and how they align with the company's values.



Honesty

The Foundation of Relationships



Honesty in our work is demonstrated through the **transparency and clarity** with which we approach every phase of the process, both with clients and candidates. When presenting a job opportunity, we are honest **about expectations, challenges, and opportunities, avoiding unrealistic promises.**

Some examples

During consultations: We are honest in providing constructive and direct feedback, even when it's hard to hear, because we believe that truth is essential for improvement.

During candidate selection: We openly communicate both strengths and areas for improvement, rather than hiding information to avoid disappointing.



Person

The Core of Everything



We give each individual, whether client or candidate, their space. Every person is treated with **care and consideration, recognizing their uniqueness, skills, and aspirations.** In every process, we are committed to putting the needs and well-being of those we work with at the center, **listening attentively and creating an environment of trust.**

Some examples

Candidate Centricity: It's not just about finding the right profile, but about considering the candidate as a person with aspirations, values, and skills to be nurtured.

Coaching: Helping individuals discover and enhance their abilities to achieve personal and professional goals.

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Respect

Each individual is unique



The value of respect in our work is demonstrated through the **attention and consideration** we give to every person we interact with. We treat every candidate, client, and colleague with **dignity**, listening to their needs, concerns, and aspirations **without judgment**. At every stage of the process, we are committed to creating an inclusive and collaborative work environment, where everyone's opinions are heard and respected.

Some examples

Staff Selection: Respect also extends to maintaining the privacy and confidentiality of sensitive information, ensuring that each individual feels valued and at the center of the process.

In Coaching: It is demonstrated when, during a session, we listen carefully to the client's concerns and goals without judgment, creating a safe space.



Trust

The Bridge
Connecting Us



In our work of consulting, coaching, and staff selection, trust is built through **transparency and reliability**. Clients and candidates feel secure in our approach, knowing that we honor our commitments and expectations. We offer continuous support and personalized solutions, making every individual feel at the heart of what we do. Trust is the foundation for **creating lasting and successful relationships**.

Some examples

A client entrusts us with staff selection because they know that by respecting their values and needs, we will find the right candidate for their company.

A candidate chooses us for a coaching journey because they trust our work and know that we will help them achieve their professional goals with care and discretion.



Empathy

Understand without
Judging



In our work, empathy is demonstrated by **actively listening** to the needs and feelings of both clients and candidates.

We strive to understand their challenges and aspirations, offering **personalized support**. In this way, we create an environment of trust and collaboration, where each individual feels understood and valued.

Some examples

During an interview, we listen attentively to a candidate's concerns, responding with empathy and assisting them in finding the job that aligns best with their aspirations.

When a client needs to adjust their selection strategy, we apply empathy by understanding the challenges they face and proposing solutions that address their specific needs.

Harmony

A Cohesive Team



In our work, harmony is demonstrated by **creating a collaborative environment** where everyone, both clients and candidates, works together towards **common goals**.

We are committed to managing every process in a balanced and calm manner, promoting open communication and mutual respect. In this way, every party involved feels like an **integral part of a positive flow**.

Some examples

During a consulting project: We coordinate the team and the client in a way that ensures everyone contributes harmoniously, without conflict, to achieve the common goal.

In a selection process: We aim to align the expectations of the candidates with those of the company, creating the perfect match that fosters a harmonious integration into the team.



Freedom

We Value Diversity



In our work, freedom is expressed by giving clients and candidates the **opportunity to explore their options** without feeling constrained.

We encourage them to make **informed decisions**, respecting their values and needs.

Freedom of choice is essential to building authentic and fulfilling relationships. In this way, each individual can **pursue their path with autonomy and confidence.**

Some examples

During a coaching journey: We give the client the freedom to explore different career options without steering them toward a single solution, helping them find the path that best reflects their desires.

In the selection process: We respect candidates' freedom to choose the offers that best align with their expectations, without applying pressure or bias.



Flexibility

Ability to Change



In our work, flexibility is demonstrated by **adapting** to the needs of clients and candidates, **adjusting approaches and solutions** based on changes or emerging challenges.

We are ready to respond to unexpected situations with a positive and proactive mindset. In this way, we ensure effective and personalized processes for every situation.

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During a consulting project: We adapt our plan based on the client's emerging needs, finding alternative solutions to address unforeseen events or changes.

In the selection process: We are flexible in responding to a candidate's specific requests, offering different opportunities that better align with their skills and goals.

Let's put them into practice every day!

The Charter of Values is an **essential guide** in our journey of both corporate and personal growth.

We are the main drivers of this journey, and for this reason, it is our responsibility to consistently put these values into practice—**within the company, by respecting our colleagues and collaborators, and externally, in our relationships with clients and stakeholders.**



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