







WE WILL KEEP THE CULTURE THAT HAS MADE US SUCCESSFUL







CULTURE Tessella

•ALTRAN GROUP

Copyright © 2020 Tessella all rights reserved.



TESSELLA IS A SUCCESSFUL GLOBAL BUSINESS THAT EXCELS IN SOLVING COMPLEX PROBLEMS USING OUR UNIQUE BLEND OF SCIENTIFIC KNOWLEDGE, TECHNICAL SKILL AND DOMAIN EXPERTISE.

Tessella's culture is a key, cherished part of our company. It is vital to our business, providing as it does the foundations upon which we sell and deliver projects and the structure within which we all operate. As a World Class Center in the Altran Group, Tessella retains the distinct culture that has made it a success. This handbook aims to communicate Tessella's culture in a clear and unambiguous way: to say how we want to behave and do business, to enable new and existing staff alike to have an unambiguous view about who we are and what we believe, to act as a benchmark against which to measure everyone's behaviour, from the CEO through to the newest recruit.

WE THRIVE ON A POSITI OF:

Delivering value

Working together

Developing ourselves

Growing Tessella



DELIVERING VALUE

We want to deliver the highest value we can to our clients while still protecting Tessella's interests and reputation

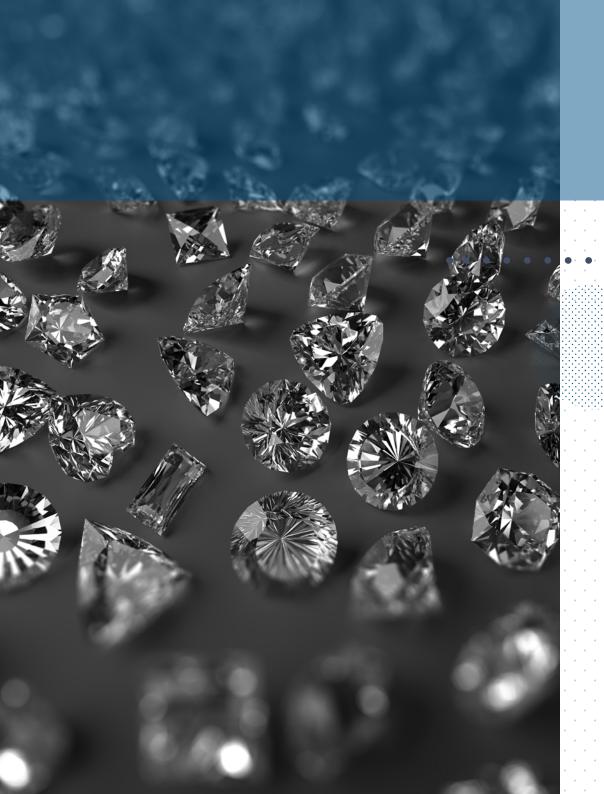


QUALITY

REVENUE

VALUE





WE are driven by a keen interest in technology, engineering and science.

WE aim to understand the bigger picture.
We believe we can do a better job when we know why our client wants what they want.

 We aim to ask the right questions to build this bigger picture and understand the broader context in which we operate. WE aim to win work appropriate for the unique abilities of a Tessella team.

WE know that billable work is essential to keeping Tessella in business. We value those whose efforts:

• Support those who win and execute the work.

WORKING TOGETHER

The way we work together is our greatest strength and makes Tessella a better place to work

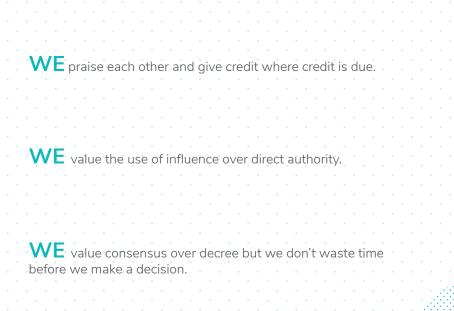
SUPPORT

CHAMPION

RESPECT







WE admit mistakes and confront difficult situations honestly.



DEVELOPING OURSELVES

Tessella is a place where you can succeed

INITIATIVE

CAN-DO

OWNERSHIP

DEEP INSIGHT & BROAD UNDERSTANDING WE value those with determination and a cando attitude who like to take ownership of the problem and solution.

WE value those with the curiosity to learn new things and who actively take the initiative with their own personal development.

WE value versatility in our staff and the development of transferable skills.



GROWING TESSELLA

We want to grow Tessella

RISK

RELATIONSHIPS

ETHICS AND INTEGRITY





WE value a positive attitude and the ability to take the initiative. WE value those who can take Tessella into new areas of business.

WE value innovative ideas that have the potential to benefit our clients or Tessella.

WE value those who can take a pragmatic view on risk.

We don't want to be overly risk averse, but...
We don't want to take risks that compromise the business.

WE don't want to constrain ourselves with unnecessary rules and guidelines.		
 We know that some rules are necessary to run a successful business and provide the structure for a safe, healthy and fair work environment. 		
 We strive to keep our rules and guidance appropriate and relevant. 		
WE value the ability to listen, evaluate, understand and reassess before drawing conclusions.		
WE place Ethics and Integrity foremost when conducting Tessella business. The value of our work is not only in what we do, but how we do it. We do our best to prevent corruption in all its forms.		
		Stort Party