

Our Company Value System

Working at ACME Group is like being part of a family, and every community can create harmony from within themselves by sharing in a mutually beneficial value system. By upholding these values you immediately gain the support of your work colleagues and empower yourself to learn and grow within the organization. It is the ACME Group's intention to ensure that you, and all employees, are comfortable in the working environment, always empowered to perform at your best. For this reason we have devised a ACME Group value system which all employees are expected to uphold and abide to, and will be measured against in order to ensure your services here at ACME are rewarded.

We want you to succeed just as the ACME Group itself wants to succeed, and the value system we have outlined to bring about a healthy and mutually beneficial environment is based on the African principles of *Botho/Ubuntu* and *Lletsema /Llimo*.

The African value system of Botho/Ubuntu and Lletsema/Llimo

Achieving anything of worth in life depends on setting your mind upon the desired goal, which is what Botho/Ubuntu is about, and then working together with the environment and people to finally create the result you have in mind. This cooperative mindset is contained in the principles of Lletsema /Llimo and here at ACME we have fused it with Botho/Ubuntu to inspire you to be part of a workforce that is not only productive but also focussed toward achievement because, when you are at your best, there is nothing that you cannot achieve.

"I am because you are, you are because we are"

The concept Botho/Ubuntu translates to "being human" and highlights an important truth about humanity: that we are interdependent on each other for our own needs. Life however also challenges you stand tall and reach for your individual dreams so, at first glance, it seems as if there is a contradiction between the community-focussed principles of Botho/Ubuntu and your own ambitions as an individual. Nothing can be further from the truth because the value of a community is much more than the sum of all the individuals that make it up, but your power as an individual is also magnified many times over with the support of a community. The principles of Botho/Ubuntu are then mutually beneficial and you are free to achieve your own dreams through the common vehicle of a community like ACME provided that you commit yourself to their cause.

Sharing in and belonging to a community is the basis of a universal brotherhood, and is what we know as love itself. Botho/Ubuntu respects the individual, but also the common good, which means you are equally entitled to the work and the rewards here at ACME.

“Many hands make light work”

You’ve probably lived life long enough to know that sometimes you need help. Letsema/Llimo is a system adopted here in the ACME community so that help is available to you when you need it. The necessary skills will be made available to help you accomplish the best results in your work and, being part of our community, you will at times also be asked to assist others where your unique personality and skills may be useful. Working toward the common good of the organization then fosters a sense of gratitude which is spread around for everyone to take comfort in. Being a part of the ACME family means being appreciated for your contribution.

The 3 values of the ACME pride

Respect

Members of the ACME family know the importance of respecting themselves. They conduct themselves in a manner that holds clients and fellow employees in the highest regard because that is the way they would like to be treated themselves. The ACME family insists that you treat yourself well as it is the foundation upon which the entire ACME community is built on.

All members of the ACME family are responsible for ensuring that company assets and time are respected as their own, and used only in the best interests of the organization. Professionalism regarding ACME’s people and resources helps you stand above as an individual with the highest regard for your colleagues. Such individuals are immensely valued in any organization. Of course, if you would like to suggest any improvements, please report it. We’d like to hear from you.

Integrity

Consistency is highly regarded in the ACME pride as people who can be relied upon are the cornerstones of the *Letsema/Llimo* philosophy. Holding yourself to honesty and sincerity in all your affairs within ACME and its client base helps to establish a deep sense of trust in you, and you must already have discovered that people who can deliver a sense of certainty about them are the most valuable in life.

Just like you, the ACME Group also has an identity amongst its corporate peers that it would like to uphold as trustworthy and consistent. It is then important for you to consult the values and ethos of the ACME Group identity and exercise it at every opportunity because, when you know who you are as part of the ACME family, you will also gain the reputation of someone who can be relied upon. To find this in yourself is valuable beyond measure even in your life outside of ACME, and we are proud to make this contribution.

Excellence

Work can be challenging and, here at ACME, we welcome the most difficult of challenges in the knowledge that meeting them can only help us grow and prosper further. A strong and positive

attitude is expected of all members of the ACME family so that we all share in the wonderful opportunities of growth present here.

Despite some challenges being larger than you, being part of the ACME family has made it easier for you to foster a better attitude. Always remember the principles of Letsema/Llimo, that many hands make light work, as there is always a process in place to guide you through your growth. Feel free to consult with your seniors to solve problems in appropriate ways as excellent results come from thinking in superior ways.