

ImplemenT Charta

Preamble

There are plenty of consulting firms in the IT environment. With ImplemenT, we have established a new form of consultancy that works exclusively with consultants who have proven their expertise in operational IT management. We see ourselves as a partnership. Together, we use our know-how and experience to support companies in the design and management of technology-oriented transformation projects.

The new corporate form also requires new forms of cooperation. It is based on trust and dispenses with complex contracts. Our cooperation is based on the following ImplemenT Charter. It summarizes the key points of consensus that we have agreed on for assignments with customers and for cooperation.

§ 1 Normative power of the factual

Cooperation at ImplemenT goes beyond written contracts, employment law or formalized, justiciable rules. The focus is on a living consensus about our goals and ways of working together. There is no formalized, contractual joining or leaving - those who live the essential consensus points of the partnership are part of it; those who no longer feel at home there leave the partnership.

This is made possible by the fact that there is a legal entity behind the partnership in the form of ImplemenT, which regulates all formal matters of the partnership. It submits offers, acts as a legal entity vis-à-vis customers, concludes contracts and invoices services.

§ 2 Objectives

ImplemenT offers its clients a special combination of extensive methodological knowledge for the technology-oriented transformation of companies and experienced CIOs, IT managers and specialists as consultants with in-depth knowledge of operational IT management. This constellation characterizes the competent and trustworthy image of the ImplemenT brand in the CIO community, which is the foundation of our consulting activities.

The partnership offers the members of the charter only minimally formalized, qualitatively demanding and at the same time flexible consulting assignments in operational and/or strategic areas of IT management.

§ 3 Partnership approach

We have personally created different footholds for ourselves - this fertilizes the work at ImplemenT. Of course, this only works if the parallel activities do not compete with our ImplemenT business model. Every member of the Charter strives to ensure that projects that can be sensibly handled via ImplemenT are also handled via ImplemenT.

§ 4 Membership of the Charter

Membership begins (and ends accordingly) with the inclusion of the profile on the ImplemenT website. It is lived through internal networking via customer interests, sales options and project experience. We all actively maintain the ImplemenT image in the social media.

The further development and internal design of ImplemenT is supported by the partners, who are involved in sales and the actual customer engagement.

§ 5 Status in the partnership

In order to take account of the various models of desired workload and forms of cooperation, ImplemenT offers various statuses within the partnership, ranging from entry as a consultant to partner. The partners are the inner core of ImplemenT.

§ 6 Utilization

At ImplemenT, we strive for an environment in which every member of the charter can realize their desired workload. We expect that commitments to project work are binding and that everyone is committed to the agreements made in the project for its duration. All members are prepared to provide more than the desired workload over a defined period of time.

§ 7 Customers and invoicing

ImplemenT invoices its clients directly. A remuneration model regulates how sales revenues are divided according to the “fair share” principle. ImplemenT handles its commitments flexibly and in partnership with its customers and does not demand any purchase guarantees.

§ 8 Simplicity first

In order to make the partnership attractive and to avoid a sense of entitlement or vested interests, detailed questions are not answered in advance and detailed rules of permanent validity are not discussed or adopted. The partnership is characterized by customer orientation, high professional standards and a willingness to communicate and adapt to new circumstances. It should be valued by customers and at the same time.

§ 9 Competition between customers

The simultaneous or delayed provision of advice by ImplemenT to clients who are in competition with each other is neither excluded nor, in our view, generally to be rejected. The integrity of advice for each of our clients and the avoidance of conflicts of interest are important. ImplemenT will therefore make possible conflicts of interest transparent in order to proactively clarify them and rule out competitive disadvantages for the clients concerned.

§ 10 Compliance

All members of the Charter trust and rely on each other to ensure that

- no monetary payments or personal advantages are offered or guaranteed in customer relationships that are not expressly part of the customer order (“bribery”),

- no monetary payments or personal advantages are accepted in supplier relationships that are not expressly part of the orders (“acceptance of advantages”).

§ 11 Confidentiality

Even if we conclude separate confidentiality agreements for individual customers and/or projects, it goes without saying that we always treat information about our customers confidentially, even without such agreements.



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