Charter of values

Independence, dialogue, commitment, openness and striving for excellence, values for which the *Autorité* stands on a daily basis.

Our motto: competition, for the benefit of all!

The charter of values sets out the values that guide the action of the *Autorité de la concurrenc*e in its day-to-day work and applies to everyone who works within the *Autorité*.

The *Autorité* also complies with the principles laid down in its ethics charter and with the values of the French Public Service (*Service public*), of which public interest and impartiality rank first and foremost.

CHARTER OF VALUES OF THE AUTORITÉ

Our Values

External Values		*Internal Values*
We are committed to assuring the protection of public economic order, the defence of the consumer, and free competition, regardless of political or private interests. Our decisions are based on open discussion, taking both the legal and economic arguments into consideration, and only on a case-by-case basis.	Independence	We carry out our missions with integrity and probity, and we employ a rigorous and unbiased approach when examining each case. We are capable of questioning our convictions and boldly formulating our diagnostics and proposals.
We attach great importance to dialogue and make every effort for it to be open and constructive with the Parliament, Government and public agencies, including the DGCCRF (Directorate-General for Competition Policy, Consumer Affairs and Fraud Control), companies, associations and other stakeholders, as well as our European and international partners. We pay particular attention to respecting the principle of loyalty to our institution and its values and the *inter partes* character of its proceedings.	Dialogue	We seek to provide a work environment that cultivates team spirit, employee well-being and the constructive exchange of ideas. On a daily basis, we work in a spirit of trust, which values collaboration, goodwill and mutual respect among staff members.
We do not hesitate to examine complex and sensitive subjects, in all business sectors, within the scope of our various prerogatives. We are responsive and agile in keeping abreast of all changes in the French economy.	Commitment	We are motivated to ensure proper competitive operation of the markets, and use all of the legal tools at our disposal to do so. We are loyal, meticulous and creative in the performance of our duties, with the aim of being a driving force for the future.
We operate resolutely within a European and international context. We consider that a plurality of points of view, grasped during investigations of our cases, discussions that take place in meetings of the Board and consultations with stakeholders, constitutes a factor that gives our actions effectiveness and legitimacy.	Openness	We combine different profiles, disciplines and nationalities in order to forge a modern view of competition. We promote a work environment that is open to all and assures equal access for women and men at all levels of responsibility. We value the diversity of profiles, which favours debate and enriches our discussions.
Our ambition is to be among the most active and innovative competition authorities. We seek to continually improve the effectiveness of our procedures, as well as the quality, richness and timeliness of our decisions. We strive to give an expert opinion on competition issues based on thorough investigation and in-depth knowledge of strategic and emerging markets.	Striving for excellence	We want to attract the best talent. We train our teams to use the latest methodologies. We make sure that they update their skills on a regular basis so they will be able to apprehend the legal, economic and technological challenges of the world of tomorrow, and anticipate market developments.

See the document