



theHenokiens

The Hénokiens' Charter

- What unites the Hénokiens
- What the Hénokiens stand for
 - How to join the Hénokiens
- The commitments of a Hénokien



theHenokiens

WHAT UNITES THE HÉNOKIENS

Made up of companies of different sizes, different nationalities and different professions, the Hénokiens share a common identity and DNA characterised by the special charisma of long-established family-ownership:

- They nurture sustainable ways of thinking and acting based on a long-term approach.
- They retain their own special know-how, style, culture and working techniques that have evolved over the centuries.
- They value tradition while also being adaptable.
- They are shaped by the culture of a place, region and country and, in turn, they influence their surroundings.
- They are proud of their heritage.
- They maintain responsible relationships not only with family, employees, customers and suppliers, but also with the environment and those whose circumstances are less fortunate.
- They defend the religious values of their founders and maintain such humanistic values as honesty, reliability, responsibility, respect, and tolerance.
- They are socially involved in philanthropy and support areas such as arts, culture, sciences, sport and politics.
- They support and contribute to the financing of education.
- They are conscious of the importance of setting an example.
- They are interested in meeting, exchanging and cultivating friendships with other established entrepreneurial families.



theHenokiens

WHAT THE HÉNOKIENS STAND FOR

Your family business has been owned by your family for at least 200 years, is still run by members of your family today and retains the know-how, skills and values that creates a common heritage ready to be shared.

Your family is at the heart of this heritage. It is thanks to them that your company has been able to survive for centuries, to overcome crises and pass on its values from generation to generation.

You are proud of the unique history of your family business, its centuries-old vitality, its very special characteristics and values, your family's capacity to assume management responsibility down the centuries and the impact that your family and your company have had on their own particular environment.

You would like more people to learn about and benefit from the special qualities and values that have developed in your company and in your family, and that have been passed on from generation to generation.

Today's world presents multiple challenges and crises, in the face of which established values, qualities such as sustainability and longevity, trust and responsibility, tradition paired with great adaptability, openness to the world and tolerance are taking on new significance.

Hénokien companies embody these values, qualities and skills. They support each other, learn from each other and serve as points of reference and role models well beyond the Association.



theHenokiens

Members of the Hénokiens share the “*raison d’être*” of the Association through:

- Exchanging ideas
- Inspiring others
- Promoting the wisdom and values of bicentenary family companies
- Developing friendships
- Creating family networks
- Supporting next generations

« Sustaining work and family continuity until it becomes a culture »

Christophe Viellard- Hénokiens President (2010-2013)

HOW TO JOIN THE HÉNOKIENS

To become a Hénokien member, your family company must fulfil the following criteria:

- To have been in existence for at least 200 years
- To have been majority-owned by your family during this period
- To be managed today by your family (via a board of directors or supervisory board)
- To be in good financial condition

To join the Hénokiens, please write to the Association’s President indicating that you fulfil these conditions, which need to be verifiable, and agreeing to resign if any is no longer fulfilled. Also, that you agree with the Association’s statutes and regulations.



theHenokiens

THE COMMITMENTS OF A HÉNOKIEN

Your experience, that of your family and your business, are of use to other members, to those facing delicate situations and, more generally, to all who are seeking information on family businesses.

As a Hénokien member, you are committed to sharing your experience and making it available to others.

To this end, you and members of your family agree to participate in initiatives developed by the Association to defend the importance to society of fostering family businesses and their role in a fairer and more balanced economic model.

As a Hénokien member, your family will:

- Send representatives to the Association's annual Congress
- Participate in the writing of a case study on your company,
- Represent the Hénokiens in events of an academic or economic nature,
- Host one of the Association's Annual Congresses.