



OUR VALUES AND CULTURE

WHAT WE DO

We use the law in a financially sustainable way, so we can continue to:

- Hold the state to account for its actions and inactions
- Challenge discrimination of all kinds
- Fight for human rights and against environmental abuses

OUR VALUES

We do this:

- Respectfully
- Fairly
- With integrity and honesty
- By promoting equal opportunity and empowerment
- Financially sustainably

OUR CULTURE IS

- Collaborative: We work with others throughout and outside the firm to promote our values and the work we do.
- Empowering: We seek to empower our clients and the people we work with to take responsibility to contribute to the management of the firm and further our aims and values.
- Supportive: We support each other in order to make the firm a positive working environment for everyone. The role of management is to facilitate work that furthers our values.
- Respectful: We respect our colleagues and their different roles and contributions in the firm. We respect the different areas of work that we do.

- Open: We are open with each other. We admit when we make mistakes and we learn from them. We share management information and consult with staff on policy decisions as far as we're able.
- Innovative: We encourage innovations – big and small - throughout the firm.
- Inclusive: We are an inclusive and friendly firm and encourage anyone to talk to anyone. We value the diversity within the firm.
- Sustainable: We try to work in an environmentally friendly way. We take responsibility for the financial health of the firm in the decisions that we make.