

## Our mission

*To collaborate with our clients and partners to make successful outcomes possible*

## Our vision

We are a purpose-driven, outcomes-focussed, dynamic and forward-thinking business consultancy. Whilst grounded in the present-day, we strive to stay ahead of global and local developments, risks and innovations. This not only to ensure that we always stay relevant, both as a service provider and strategic advisor to our clients, also to provide challenging and interesting work for our team.

Professional integrity is important to us. We work with people in sectors and geographies where there is a clear synergy with our organisation and values. This ethos extends to the partners, collaborators and experts in our network.

Being creative, sharing ideas and continually evolving is an important bedrock of our firm.

We believe in collaboration as a key driver to success. Forging strong relationships with likeminded people and organisations is powerful, effective and exciting and we continually explore opportunities to build our network.

Our business was founded in France close to the Pyrénées, an area of outstanding beauty and environmental importance - and historical significance offering routes to freedom for thousands escaping war and hostility.

As residents of this region, we take our custodian, societal and charitable duties seriously. Our commitment to a healthy planet and sustainable future transcends our business operations, strategic decisions and when giving back.

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*A collaborative culture can lead to good outcomes, less conflict and business relationships based on openness and trust*

## Our values

Our organisation is guided by five core values:

### ***We are integrity focussed and responsible:***

- We will conduct business ethically and fairly.
- We will undertake careful due diligence when working with new organisations or appointing suppliers, consultants or partners.
- Our undertakings will be governed by professional best practice and relevant regulatory requirements paying particular attention to conflicts of interests, commercial sensitivities and confidentiality.
- We will always be transparent in our dealings where appropriate. When conducting difficult conversations, we will maintain professionalism and respect for others.

### ***We are committed to quality and attention to detail:***

- We will be respectful and professional, setting high quality standards in all that we do.
- Our approach and judgement will be inclusive, underpinned by honesty, integrity, and a strong sense of doing the very best job we can.
- We are committed to life-long learning and the circle of continuous improvement in business and aim to incorporate this in the way we work and engage with others.

### ***We stand for stewardship of people and planet:***

- It's important to us to help safeguard our planet and we have measures in place to reflect our sustainability goals.
- We are mindful of our carbon footprint and limit international travel using technology where practical in favour of 'virtual' engagement.
- We support the objectives set out in the [\*Charte de l'environnement\*](#).

### ***We encourage collaborative and inclusive behaviours:***

- We have experienced the benefits of collaborative working and inclusive leadership throughout our careers and strive to channel this energy and positivity into all our strategic relationships and operations.
- We will harness our network of contacts to enhance the work we do and to help achieve the best possible positive outcomes for our clients, projects and wider communities.

### ***We champion knowledge sharing and the development of others:***

- We commit to support the development of aspiring professionals from all backgrounds.
- We will support ongoing opportunity and challenge for an ageing workforce.
- We will champion the empowering effect of life-long learning and the creation of opportunities for individuals and teams, and therefore business, to thrive and develop.