

# Our Business Principles

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We have a **passion** for our business

We believe our business serves a noble purpose

We know we are stewards of this business for generations to come

We aspire to be experts in our professions

We expect our people to think big and find innovative ways to enhance the value of our business

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We work to the **highest standards**

We do the right thing for our clients, our shareholders and our communities

We operate with strong financial rigor and risk discipline to maximize shareholder value

We are curious and constantly learning

We take pride in who we are and what we do

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We are a **trusted partner** to our clients

We work to earn the trust of our clients every day, so they can live their lives with confidence

We treat every client's dream as if it were our own and put their interests first

We deliver on our commitments with the utmost integrity

We strengthen the communities in which we live and work

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We treat everyone with **respect and dignity**

We respect our colleagues and partners and treat them as we would want to be treated

We work with humility and focus on solutions, not our egos

We work with good grace and humor and do not tolerate unkindness

We inspire each other to be the best we can

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We are **stronger as a team**

We want to work with great people

We value people from diverse backgrounds who have the courage to challenge whilst building collective solutions

We set challenging goals for ourselves and take personal accountability

We all have a voice but once a decision is made we execute with skill and energy as one team