### Kaur Maxwell Manifesto

Compassionate Collaborative Committed



## BE INDEPENDENT IN OUTLOOK.

For us, independence is not just about our business status. It's a state of mind. It's the foundation of our clear, nonnesse approach to law.

Our name represents the behaviours and beliefs of the people working in our practice.

### KaurMaxwell stands for:



Collaboration



Compassion



Accessibility



**Ambition** 



Transparency



Trust

### GREATE A FIERGE CONTACTOR E.

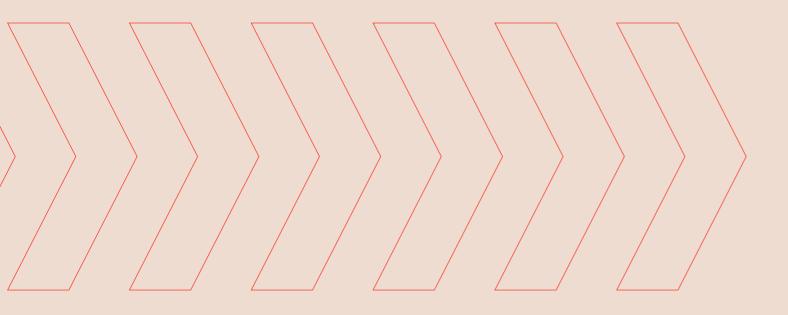
We are changing law firm culture, making it much more transparent, client-focused and positive. This is something we care about deeply and we are leading by example.



Cultural change begins with our own way of working. Our approach is fiercely compassionate and collaborative:

- We make ourselves relatable to our clients by listening actively and building trust based on transparency and accessibility
- We provide a platform where our people can excel by nurturing and recognising their individual talent.

# BRING EACH CLIENT INTO COMMUNITY



We aim to be fully supportive of each client by bringing them into our community.

### This community is a complete ecosystem.

### It's:



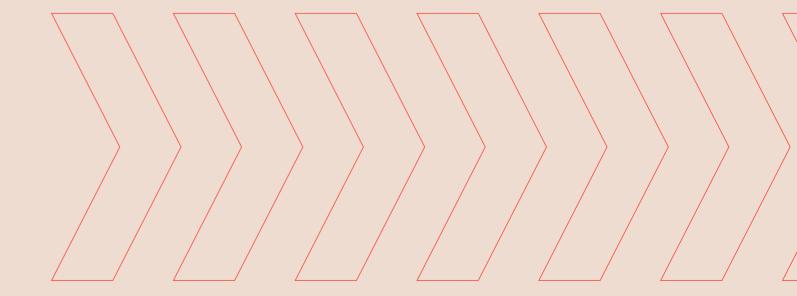






When we take on a client, we immerse ourselves in who they are and what they need. We give them dedicated, ongoing support. We build trust from the beginning, offering complete clarity, visibility and accessibility.

We look at the long-term, establishing and maintaining meaningful relationships.

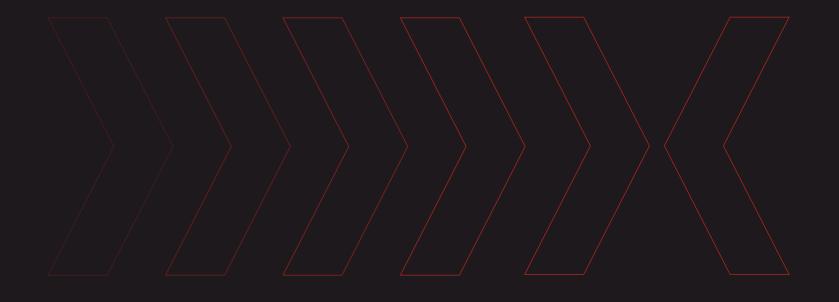


## STAND UP FOR WHAT'S GAT.

There will be times when we need to push through, despite obstacles or opposition.

We know that to change the culture, we must be prepared to put our heads above the parapet.

We believe bridging cultural divides to deliver justice as a service is vital.



### This demonstrates that the law remains relevant to:

- A diverse set of clients accessing its services.
- An equally diverse set of legal professionals.

We'll advocate forcefully for our clients and colleagues, push back when we need to if it means reinforcing our essential culture and beliefs.



### KEEP COMMUNICATIONS TAL CLEAR.

### We communicate in a language that's clear and unambiguous.

We've built our practice on trusted relationships. We can only continue to grow these relationships if there's absolute clarity with every interaction and decision.

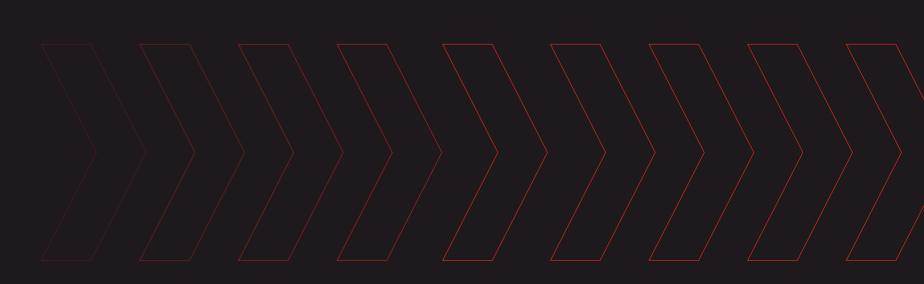
- Clarity gives our clients confidence because they know we're keeping them in the loop and acting in their best interests.
- Clarity ensures our people know how much we value them.

### PROVIDE A PATHWAY TALENT.

Maximising the potential of our people means helping each of them find an individual pathway to success.

We believe that talent aligns with personality. Our goal is to encourage and support our people on their personal career journeys by empowering them to explore and develop their skills and expand their knowledge.

Ultimately, feeding the hunger of this diverse collection of talent benefits our clients, our practice and our professional culture.





### KaurMaxwell CHALLENGING LEGAL CULTURE.