

# Company Values

## HONESTY

We won't say we can do something if we can't. We keep you up-to-date with feedback as it is - we don't sugar-coat. We won't try to shoehorn someone into a role if they aren't right for you. We trust that we have matched clients and candidates well, so the process is natural and there is no need to 'sell'.

## QUALITY

We work tirelessly to understand everyone's needs, challenges, skills, growth and requirements. We are experts in the industries we work in. We value quality far beyond quantity; submitting a small, select group of applicants for each role, with a high hit-rate track record of 48% (contingency); 100% (exclusive).

## COMMITMENT

We're in it for the long term. We get to know our clients before they have a job requirement. Relationships, then process. We're committed to being with both clients and candidates for the duration and into the future. We build a group of candidates we know and trust, and who trust us too.

## COMMUNICATION

We get the balance right. No bombarding with sales or speculative calls. We're reasonable, well-judged and pertinent. Feedback is timely and honest to all. We meet people - so we can look each other in the eye - and know what makes them tick.