

## *The Traverse Charter*

Traverse is an independent employee-owned research and consultancy organisation. We support and champion the delivery of social impact, and help people have a say in the decisions that affect them.

### **Our Commitment to Our Clients**

- We are honest and clear about our clients' and our own assumptions, expectations and performance, while respecting client confidentiality.
- We are committed to delivering high quality work
- We are independent and aim to act with integrity at all times
- We work to develop ourselves as a model and innovative employee-owned organisation.
- We strive to enhance individuals' and organisations' capacity for learning.

### **As a member of Traverse:**

- I behave with integrity, honesty and courtesy to everyone
- I am committed to my own development to sustain and increase my contribution to Traverse
- I contribute to providing a productive and supportive working environment and will ask for and offer support when it is needed.
- I am fair and open in my expectations of others.
- I take responsibility for demonstrating the values of Traverse outside the organisation.

All members of Traverse uphold the charter and are active in ensuring its principles and values underpin all their behaviour and work.