

Leap29 People *Partnership*

We are entering a new era at Leap29, a people's partnership where we have one goal, share the work, share the responsibility, and share in the success.

This document has been created by our people for our people and sets out what it means to be part of our partnership.

Shared Goals

We move forward as a business by setting goals and working together to achieve them. As individuals we all possess different abilities, but by sharing our knowledge and skills we promote each other and achieve more collectively as a team.

Trust Culture

We have mutual trust and respect throughout the business. We are given autonomy and flexibility to do our work and in return take accountability for our performance and the growth of the business.

Ownership and Responsibility

We take ownership for the business performance and take the initiative to bring about positive results and business growth. We take pride in what we do and take responsibility for our own professional development. We take ownership of our mistakes and learn from them to move forward.

Entrepreneurial Mindset

We have an entrepreneurial mindset where we identify and make the most of opportunities, overcome and learn from setbacks, and use innovation to grow the business. We are forward thinking in our approach and are constantly looking at ways to improve and progress.

Celebrating our Success

We have a culture of success, where we regularly celebrate achievement through recognition and rewards. Everyone's contribution is valued and we all share in our success together.