



OUR COMMITMENT TO CONSULTING EXCELLENCE

Annual declaration to the Management
Consultancies Association (MCA) - 2022

As a member of the MCA, TDP publicly support the Consulting Excellence Scheme. Our company policies and values are aligned to, and evidence our commitment to, the twelve principles, which we apply to our everyday practices with clients, employees, suppliers and wider stakeholders

The Twelve Principles of the Consulting Excellence Scheme:

ETHICAL BEHAVIOUR

1. We are responsible and good citizens.
2. We conduct our business ethically.
3. We foster an ethical culture.

- All TDP employees carry out their business and perform their duties to the highest ethical standards and in compliance with all relevant legal principles.
- We always demonstrate the highest levels of integrity, truthfulness, and honesty to uphold both personal and corporate reputations, to inspire confidence and trust in their respective actions.
- TDP conducts its business in a competent, fair, impartial and efficient manner.

CLIENT SERVICE AND VALUE

4. We provide excellent consulting services which deliver the outcomes clients seek and need.
5. We are transparent with clients and respond to their concerns.
6. We always strive to improve the value we can deliver to our clients.

- TDP have over 25 years' experience of designing and delivering comprehensive organisational transformation programmes.
- Navigating through change is one of the biggest challenges' organisations face, and we stand shoulder to shoulder with them.
- Our aim is to work with clients to define the problem and co-create a practical solution that does more than look good on paper.
- We strive to support our clients in leaving a lasting legacy, putting them in control of their own transformation and future.

 **tdp values**



Be **Human**

- We build lasting relationships
- We have stories to tell and encourage story telling
- We work together and succeed together

Act with **Integrity**



- We are honest, open and transparent in our approach to everyone we work with
- We have solid principles which guide our behaviour
- We take ownership and are accountable to others



Be **Passionate**

- We work tirelessly to create solutions to all challenges we face
- We strongly believe in the capability of our team
- We are eager to help and support one another

Be **Dynamic**



- We explore new and exciting ways of improving what we do
- We promote change and innovation with a "can-do" attitude
- We are proactive, energetic and adaptable

PROFESSIONAL DEVELOPMENT

7. We undertake training and professional development planning each year.
 8. We promote strong core consulting abilities and specialisms in our consultants and teams.
 9. We support our employees' career progression, professional development and welfare.
- All our people receive the opportunity to undertake training and development each year, aligned both to business and personal needs, to assist in their career progression.
 - We promote strong core consulting capabilities through the identification of capability indicators. Our culture, expectations and capabilities are an integral part of the organisational development framework, and we ensure that these are embedded correctly across TDP.
 - We believe it is highly important to provide our people with the impetus and opportunity to set their own personal goals, and we support them by enabling them to undertake new projects and broadening their experiences.

COMMITMENT TO DIVERSITY AND INCLUSION

10. We respect and embrace diversity and inclusion and understand the importance and positive benefit of people from different backgrounds working for our companies and our clients.
 11. We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore we are committed to developing diverse future leaders and ensuring their progression in the industry.
 12. We support industry efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of the consultancy sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of D&I policies and participating in the MCA annual report.
- TDP have a responsibility to act fairly both as an employer, and in the provision and delivery of our services to our clients. We ensure that every client, customer, job applicant and employee has equal opportunity and is treated with dignity and respect.
 - As an organisational transformation consultancy, TDP are committed to developing people to their full potential, and we believe that this can only be achieved when people feel safe, included, respected and valued.
 - Our employees endeavour to relate to others in ways that celebrate their individual differences.
 - TDP ensure equal pay for all employees who are employed to carry out similar or equivalent work, or work of equal value.



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