



THOMPSON DORFMAN SWEATMAN CORE VALUES

At a retreat in the spring of 2015 the Partners of TDS discussed what they valued about the culture of the firm and a consensus was reached on a set of aspirational core values. The Management Committee has tried to capture that consensus and has produced the following list of the 10 core values of TDS. While in some cases there is work to be done, Management Committee has committed to promoting and reinforcing them in everything we do.

1. Integrity. Everything we do will be done with integrity and we will do everything we can to support a high standard of ethical behaviour;
2. High quality work. We will strive to deliver work products that are of a quality we can be proud of and will have in place the necessary tools to support that;
3. Fairness. We will treat everyone we deal with fairly, including the people who work here;
4. Collegiality. We want to work in an atmosphere of collegiality and are committed to promoting a collegial work environment;
5. Positive work environment. We will be a positive place to work that is respectful and values diversity;
6. Dedicated to the practice of law. We value hard work, participation in legal organizations, and maximizing our profitability but we will be a workplace that can reasonably accommodate the various stages of peoples' lives and careers and special needs that may arise;
7. Mentorship and training. We will be true to our obligation to mentor and train those who work here;
8. Good corporate citizenship. We will do our part to be a good corporate citizen that is mindful of its responsibility to make a positive contribution to Manitoba and Canada;
9. Community minded. We will be engaged in the communities in which we live and work; and
10. Value our history. We will celebrate the history of our firm and use it as the foundation from which we plan our future.