

A close-up photograph of several green leaves, showing intricate vein patterns. The leaves are layered, with some in sharp focus and others blurred in the background. The lighting is bright, highlighting the texture and color of the foliage.

LIONHEART

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# Organisational Values

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# Core Values



We believe that in order for *Lionheart* to flourish as an organisation, it must acknowledge and embrace differences, both amongst its staff, and its stakeholders. Our core value is simply this - That *People Matter* and stemming from that central ethos all our [organisational values](#) underpin our commitment to a person-centred approach to our work, including a commitment to equality and human rights in how we fulfil our professional services role. We believe all staff, and stakeholders can, and should, rely on the *Lionheart* to treat them in a respectful, dignified manner, free from discrimination.

We are committed to promoting the values of equality, embracing diversity and inclusivity in all areas of our work; as professional services practice, a regulatory affairs consultancy, and an employer. This statement sets out the ways in which we seek to treat all our stakeholders, whether clients, staff and stakeholders who we engage with in the course of our duties , with dignity and respect.

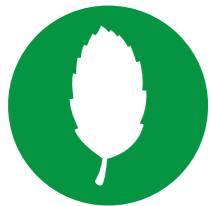
We recognise that not everyone has the same opportunities, or face the same level of discrimination. Given the [nine protected grounds](#) under equality legislation, *Lionheart* as an exemplar and strong proponent of good corporate governance recognises that injustices present in various forms, perhaps without even realising they exist.



## How Things Work Around Here: People Matter !



We **PROMOTE** an awareness of equality, diversity and inclusion throughout the organisation;



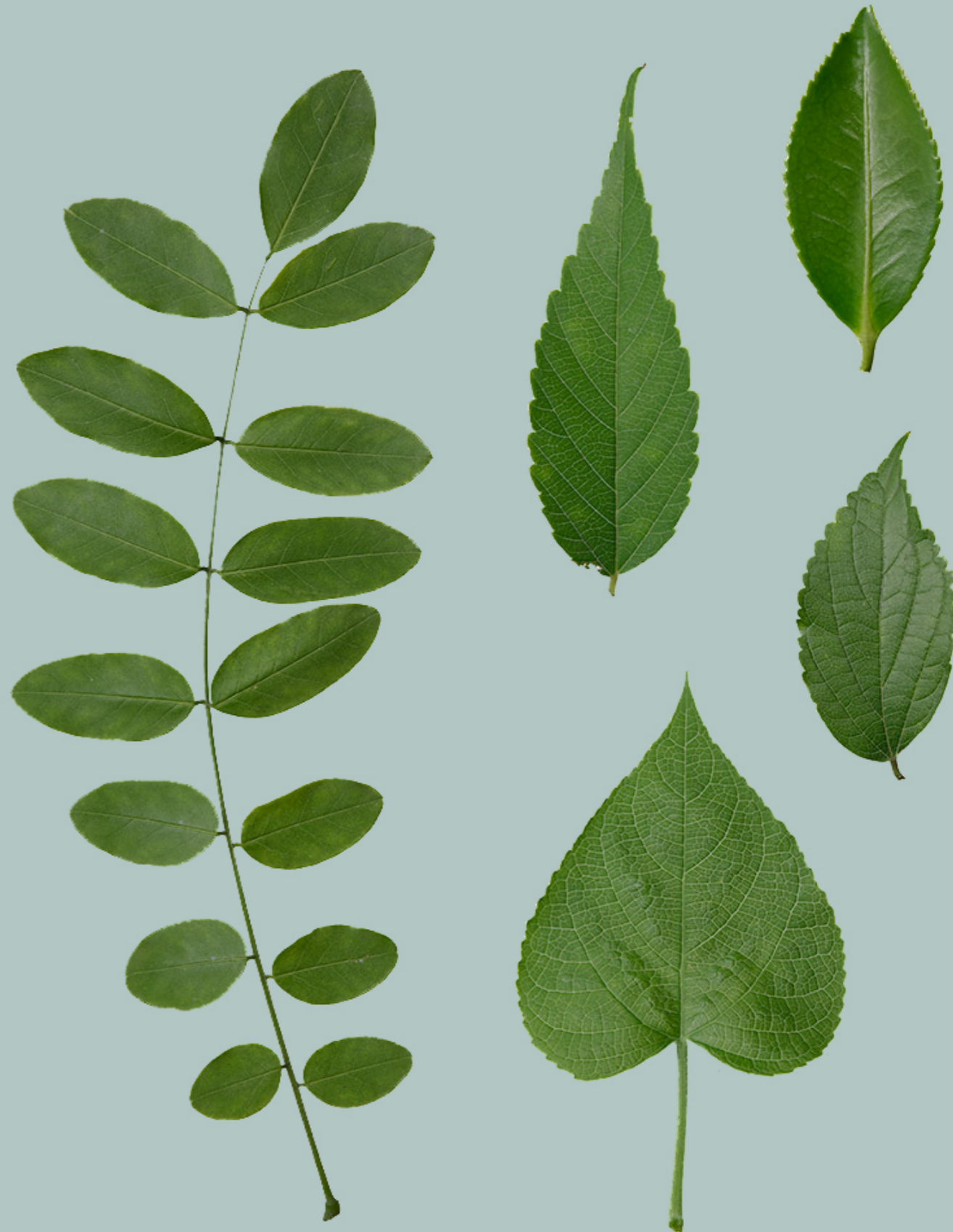
We are continuously **BUILDING** a culture in which each employee feels recognised, valued, and safe;



We regularly **IDENTIFY** ways to generate positive debate about equality, diversity and inclusion;



We seek out and **COLLABORATE** with external bodies and organisations on equality, diversity and inclusion



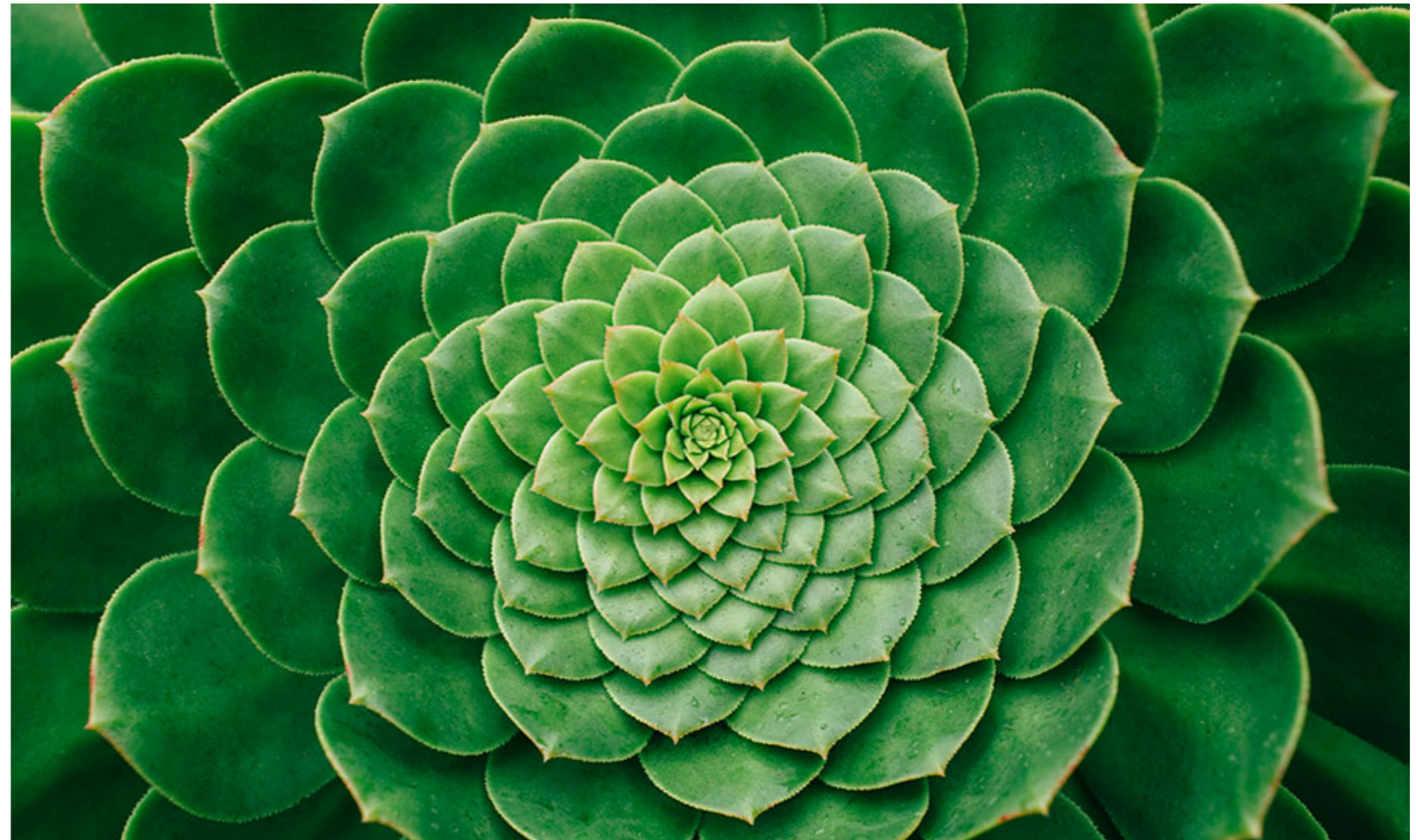
Our aim is to recognise and acknowledge the differences in all our circumstances, and to view these not as barriers to our work, but seek to actively embrace them, and foster a culture of dialogue, which will inform our work.

We believe that everyone has a unique story to tell, and a set of skills and strengths to contribute to a better society.

We believe that the values of equality, diversity and inclusion are inherent in our duties, which are set out under *Section 42 of the Irish Human Rights and Equality Commission Act 2014*. These values are crucial in addressing prejudices, and we believe they are critical to our function as a professional services organisation .

*Lionheart* has established an Equality, Diversity, and Inclusion section, which consists of staff drawn from every level of the organisation and a number of external stakeholders.

Its purpose is to assist our clients in their compliance journey



*That People Matter is our Core Value*

Contact us if you want more information or any assistance in commencing your own corporate Equality, Diversity and Inclusion Journey and our partners will be delighted to a chat and explore with you how we may be of service.

**Lionheart Corporate Governance**

PEOPLE MATTER



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