

# Problems we solve, work culture and our values

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RIDGEMONT

# Problems that we solve

**We make construction contracts more favourable to you and explain contractual mechanisms in a way that your team will understand.**

We use an easy-to-understand traffic light system to flag any issues arising out of your contract, so that you can quickly identify areas of risk and what you need to do to make the project work for you. And we negotiate contracts on your behalf to make them commercially attractive for you.

**We resolve disputes by quickly getting to the heart of an issue and providing you with a clear way forward, that informs your commercial decision making.**

We do not provide you with 15-page advice on the caselaw relating to a dispute. Instead, we provide you with clear, concise and pragmatic advice that will inform your decision-making. We nearly always find a way to settle your dispute in a way that is commercial attractive





# Culture

**We pride ourselves in operating our business in a way that is unlike any other law firm.**

We obviously have an incredible, focus, drive and ambition to produce high quality, pragmatic advice. But our working environment is calm, open and supportive, with our whole team contributing to our goals and in particular, coming up with great ideas on how we can constantly improve our client journey. We are always looking to offer our clients more value through entertaining and professionally produced educational video content for you to cascade down to your teams to innovative legal products that enable you to reduce your legal costs. Unlike most law firms, we are not obsessed about the services we provide. Instead, we obsess about how we can make our clients more successful.

Our core values underpin our culture, inform our recruitment and guides us on the clients that we choose to work with.

# Our values

Ridgmont believes in starting from a place of trust and our values are set in place to help us employ the right people and work with clients that share our values.

## 1. Honesty

To us, honesty means doing the right thing. We employ people who are honest with each other and our clients.

We're open and fully transparent about risk, the chances of success and honest about the cost of services that we provide.

## 4. Problem Solving

We're obsessed with solving our clients' problems and providing 'proper legal advice'. We give the very best personal advice by putting ourselves in their shoes.

We're forward thinking and do everything we can to over deliver for our clients.

## 2. Communication

Clear communication is absolutely vital, and we encourage our team to be the best they can, taking care of our employees wellbeing and encouraging open discussion.

We want to work together to develop a diverse team which encourages great people to stay.

## 5. Trust

Our employees trust that we have their best interests at heart, that we care about them as individuals and appreciate them.

Our clients trust us to deliver, feel comfortable with the fee and trust that it was a fair price for the quality of work.

## 3. Expertise

Our employees trust that we have their best interests at heart, that we care about them as individuals and appreciate them.

Our clients trust us to deliver, feel comfortable with the fee and trust that it was a fair price for the quality of work.

## 6. Flexibility

We promote a positive work/life balance. We have high expectations, give back and offer flexibility in return with a real focus on mental health.

Our employees enjoy responsibility, autonomy and are able to add their own style to their work.

