

OUR VALUES IN ACTION

WHAT'S IMPORTANT TO US ...

AND HOW THAT SHOWS UP IN OUR WORK TOGETHER

	COLLABORATION	RESPECT	SKILL	IMAGINATION	ACCOUNTABILITY
What it means	Diversity is vital. Whether our opinions, views, talents or skills complement or contrast, we collaborate with those who share our purpose and passion.	Our respect for music runs deep. It keeps us transparent, open and honest. We're working towards a future where everyone respects music for both its emotional and financial value.	We combine talent, knowledge and intuition with a commercial sensibility. We do what no one else can: copyright can be complex, yet we make it simple.	We don't just admire imaginations, we use it within our business every day: it makes life interesting. Imagination + action = innovation.	We take ownership and actively participate in sustaining our work community, in a safe and supportive way. We keep our commitments and accept responsibility for our actions.
Key qualities	Diversity, inclusivity, connection	Trust, transparency, honesty	Expertise, adaptability, service	Courage, creativity, innovation	Courage, sincerity, self-awareness
What it looks and feels like...	We connect instantly. Warm and welcoming, we're about more than just business, we add heart to everything we do. We're reliable, engaged and present, sharing knowledge and ideas, working with the team, for the team.	Our passion never clouds our judgement. Everyone is equal and everyone matters. We make fairness our business. We show up, positive, engaged, mindful of our own wellbeing and the wellbeing of others.	We are sharp. We proactively identify better ways of working for the benefit of everyone. We are constantly learning. We care about quality and accuracy.	Change is our constant companion. Quick and efficient, we don't just keep up, we lead.	We seek, provide, accept and acknowledge feedback. We speak up constructively and openly and listen non-judgmentally, recognising that real dialogue draws out the best of us, individually and collectively.
...and what it's not	We are open-minded and considered, not unreasonable.	We are resilient, not fragile.	We are analytical and astute, not systematic and fault-finding.	We are agile and nimble, not distracted.	We learn from and remedy mistakes without resentment or blame-shifting. We are self-aware and self-assured, not arrogant or aggressive.