

Kimmeridge Values

Innovation, integrity and teamwork have been the guiding values of Kimmeridge since its inception. We believe that innovative teams with diversity of thoughts, backgrounds and experiences enable the firm to develop creative strategies and achieve better outcomes. Kimmeridge maintains integrity in all decisions and understands the long-term value of being environmentally and socially responsible.

Teamwork is essential at Kimmeridge – it creates the internal and external trust and support needed to quickly respond and adapt to the changing world. These values provide the foundation for Kimmeridge’s culture of dignity, respect and inclusivity. We believe both strategy and organizational culture are critical to overall success; thus, Kimmeridge is not only committed to the global transition to net zero but is also committed to implementing industry-leading diversity and inclusion efforts.

Kimmeridge Values are fully integrated with our overall people strategy that focuses on building, developing and retaining a high-performing team. We believe our people are our most important competitive advantage. However, this extends beyond our firm. We take a coordinated approach by knitting together our internal efforts with those in the community and industry. Within the three focus areas of Firm, Community and Industry, we have outlined goals and objectives that guide our actions and initiatives.

Firm

Within the firm, our three focus areas are cultivating the culture, attracting high-quality workers and building a diverse team, and developing and retaining the members of the team.

We value our differences and seek to bring on talented individuals with unique backgrounds, perspectives and experiences. We aim to build partnerships and networks to train and develop team members leveraging our values. Kimmeridge believes in inclusivity and promotion of all forms of diversity. To track certain metrics anonymously, we leverage our Human Resources Information System that allows employees to self-identify gender and ethnicity.

Kimmeridge seeks to provide a viable path for all employees to develop and progress in our firm and to advance to leadership roles. As we continue to grow our efforts, we will explore innovative ways to incorporate these principles into the individual and collective development training programs in the firm. Our development program focuses on expanding participation in leadership-development programs and prioritizing career-development planning for all talent.

Kimmeridge is committed to a culture valuing diversity, equity and inclusion, and our practices and policies reflect this commitment. Kimmeridge employees comprise a unique and varied group of talented, intelligent individuals. We value our differences and recognize that diversity makes Kimmeridge stronger. We have built a company with a rich work environment, with many opportunities for professional and personal growth, and where people take pride in their work. Diversity, equity and inclusion in the workplace starts with committed leaders at every level of the organization. We encourage internal feedback and utilize an annual culture survey to not only assess employees' perception of engagement, belonging and inclusion but also to make improvements in the firm..

Community

Community outreach and being responsible and respectful community participants is paramount to Kimmeridge. Encouraging members of our team to get involved with the community has several benefits, including strengthening and cultivating empathy. We believe developing empathy is critical, as it is not only linked to higher performance but it also underpins successful teamwork and leadership. Therefore, we will seek ways to build local partnerships and networks through which we can make our community stronger.

Industry

Kimmeridge is committed to leading with our core values and beliefs around diversity, equity and inclusion in industry engagement and activities. We strive to create visibility and opportunity for multiple perspectives. We intend to accomplish this through our in-house research and whitepapers, and by sponsoring or participating in events that focus on accountability, ownership and innovation in ESG. Kimmeridge endeavors to partner with other organizations to invest in the growth and development of diverse talent in the energy sector.

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