

People Who Care

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Better... employee engagement

We continued to make good progress with our people strategy, engagement being a major part. With our planned two-yearly survey postponed due to Covid-19, we instead ran a sentiment survey to gather employees' views on our handling of the crisis. The response was positive providing some valuable lessons and insights.

REWARDING...

We launched the Shining Example Awards to publicly recognise and reward individual employees each month for bringing our values to life.

📍 **Location:** Group

We also launched the Brilliance Awards, to each year reward and recognise teams who have achieved outstanding results based on each of our operating principles.



UNDERSTANDING...
We held the fourth FFG Conference, in October 2019.

📍 **Location:** Manchester

Involving the top 100 leaders across the business, the objective was to ensure a consistent understanding of our business strategy and operating principles. It is also a great opportunity for people to meet and forge collaborative working relationships.

100

top leaders across the business
were involved in our fourth FFG Conference



CREATING...

We have transformed communication around the Group by introducing Workplace by Facebook as our primary communication tool.

📍 **Location:** Group

It has been invaluable during the pandemic, helping us communicate and operate effectively while working remotely.

RECRUITING...

We ran our third graduate recruitment campaign

📍 **Location:** Group

aiming specifically to bring talented entry-level finance specialists into the business.

**APPRENTICESHIP...**

We are continuing with the business wide Engineering Apprenticeship Programme.

📍 **Location:** Group

To address what we know to be a future national and industry shortfall in engineering talent. We have engaged with a number of apprenticeships across other functions.

14

engineering apprentices
across the Group