



Employee engagement statement

Our employees are essential to our business and to the delivery of our strategic goals. Through recruitment, training and development, reward and recognition, diversity and inclusion, and ensuring our employees can fulfill their potential at work, we continue to build a strong and empowered workforce. While also ensuring we create opportunities for our employees to get involved, build satisfying careers, balance life and work, and grow personally and professionally. The skills, capabilities, and commitment of our employees is critical to ensuring the long-term success of our business. Effective employee engagement enables our employees to contribute to improving our business performance and assists us in creating an environment in which everyone can fulfill their potential. Our Directors and the management team engage with our employees by keeping them informed about what is happening across the business using a variety of methods, including company-wide Town Halls, leadership blogs, video updates, Yammer, email communications, our intranet site, and team meetings. It is also through some of these methods, as well as employee surveys, where we encourage our employees to share their thoughts, views and opinions.