

Employee Value Proposition (**EVP**)



Compensation & Benefits

- ▶ Salary Benchmarking
- ▶ Equal Pay
- ▶ Stability and security
- ▶ Holidays
- ▶ Education
- ▶ Flexibility
- ▶ Family friendly
- ▶ Employee Assistance Programme



Work Environment

- ▶ Health, safety and well-being prioritised
- ▶ Recognition
- ▶ Pro-active, fast paced and innovative
- ▶ Autonomy and Ownership
- ▶ Understanding of one's role and responsibilities
- ▶ Challenging, Interesting and enjoyable
- ▶ Welcoming, sociable and friendly



Career

- ▶ Wide range of opportunities
- ▶ Ability to progress and develop
- ▶ Training and education
- ▶ Talent management
- ▶ Coaching and mentoring
- ▶ Cross functional working
- ▶ Passport to excellence scheme



Culture

- ▶ Clear and Transparent Company plan
- ▶ Entrepreneurial focus
- ▶ Capable and supportive leadership
- ▶ Understanding of individual value
- ▶ Investment
- ▶ Growth mindset
- ▶ Trusting
- ▶ Equality and Diversity