

# The People Deal

We know that we're individually amazing, collectively brilliant and that trust is at our core.

That's why we want to set out clear expectations about how we work together to achieve even more.



Hybrid working



Company culture



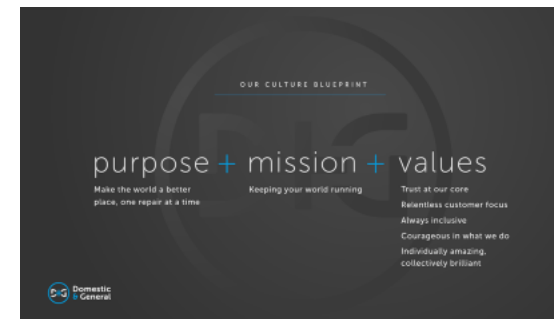
Wellbeing & rewards



Diversity & inclusion



Career development



Our culture blueprint



# Hybrid working



## We offer:

Through hybrid working and embracing digital technology, we have enabled greater flexibility in how and where we work. This is based on your feedback and recognises the importance of collaboration and face to face interactions.

### Our proposition is:

- A modern office with best in class technology
- Subsidised nutritious food and drink
- Onsite workplace team to look after your needs

## We ask:

You spend 2-3 days per week on site with colleagues using our digital technology to support this new way of working (unless otherwise agreed) and you regularly collaborate with your team members in person.





# Company culture



## We offer:

A culture of trust and respect. We empower our people to explore new and exciting ways to do things and constantly strive for improvement. We provide open dialogue with senior leadership through employee forums, to ensure all voices are heard.

### Our proposition is:

- You are empowered and treated like an adult
- Your voice is important and you are encouraged to speak up

## We ask:

That you step out of your comfort zone to challenge outdated norms and unacceptable behaviours, and that agility and innovation are at the forefront of our minds.





# Wellbeing & rewards



## We offer:

A comprehensive wellbeing and rewards package to ensure the holistic wellbeing of our people, so they can be the best version of themselves. We appreciate our talent and take the time to recognise and reward our colleagues.

### Our proposition is:

- Access to finance including season ticket travel loans
- A bespoke wellbeing programme including access to EAP, virtual learning and resources

## We ask:

You have a relentless focus on serving our customers, clients, and colleagues to ensure every interaction is valuable. You will lead by example and take personal accountability for the wellbeing of yourself and your team. In addition, you will recognise the contribution of your colleagues and celebrate success.





# Diversity & inclusion



## We offer:

A Diversity and Inclusion narrative that clearly outlines what we stand for; what we expect of our people and our ongoing commitments. We celebrate diversity and know that different people, with different perspectives make D&G a better business. We will continue to invest in our people to empower them with the knowledge and skills to act inclusively.

### Our proposition is:

- A data driven set of D&I commitments
- Provide an inclusive workplace and environment

## We ask:

That you play a role by actively challenging the status quo, talking openly and actively seeking opportunities to learn. We understand that we won't always get it right, but we must all strive to create a safe environment where we can be honest, speak up and learn together.







# Career development



## We offer:

A supportive and collaborative team environment, where you will work together to bring out the best in each other. We offer continuous development and career support through in-person and digital learning opportunities, regular 1:1s, and professional development.

### Our proposition is:

- Access to unlimited virtual training for personal and professional development
- Digital learning platform developed for blending learning

## We ask:

That you take ownership of your own career and invest time in your development, sometimes outside of your core working hours. You will take on feedback and share learnings with your team, delivering high standards of performance.





## OUR CULTURE BLUEPRINT

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# purpose + mission + values

Make the world a better  
place, one repair at a time

Keeping your world running

Trust at our core

Relentless customer focus

Always inclusive

Courageous in what we do

Individually amazing,  
collectively brilliant

