

Caring Ways Supporting Our Teams



What we have done ...

We are proud to be listed with Great Place to Work[®] and have been awarded an additional five Best Workplaces[™] Awards including for Super Large Organisations, for Development, for Women, and for Wellbeing.



The physical wellbeing of our teams is paramount, but we have also focused heavily on mental health over the past couple of years. We now have 35 trained mental health first aiders in the business (up from eight in 2023).

Where we are heading ...

We have identified two key areas of the Great Place to Work[®] criteria that specifically relate to Supporting our Teams.

We are now focusing on these and have set the following improvement targets for FY26 and FY30.

Supporting our Teams	Current Score	Target Score FY26	Target Score FY30
This is a physically safe place to work.	89	93	97 (top 5)
This is a psychologically and emotionally healthy place to work.	76	80 (top 5)	84



Spotlight on: Great Places to Work[®]



Great Place To Work[®] Certification recognises employers who create an outstanding employee experience.

Certification is a two-step process that includes surveying employees and completing a short questionnaire about your workplace.

Because employee feedback and independent analysis determine the scores, Certification helps job seekers identify which companies genuinely offer a great company culture.

Certification gives employers a recruiting advantage by providing a globally recognised and research-backed verification of great employee experience.

