



## Workplace Policy

### Vision – The Speedy Spirit

We recognise our employees to be our most important asset in ensuring the achievement of our vision for the Group. The dedication, commitment and energy of our people sustains our culture of customer intimacy, one of the fundamental reasons for our market leading position and growth potential. Our values are referred to as the Speedy Spirit, a powerful set of principles that define our people and our business, and underpin our 'can-do' culture.

### Key Elements

#### We aim to:

- Attract and retain the best people.
- Provide careers not jobs.
- Provide the appropriate clarity of purpose, training and development of our people, to help them reach their full potential and maximise job satisfaction.
- Maintain a safe and healthy working environment and promote a pro-active approach to the wellbeing of our people.
- Recognise our people's efforts and reward their successes.

#### And to provide:

- Swift, clear and regular internal communications to ensure that all employees feel a part of the business and understand and share our company values.
- Equality of opportunity throughout the company. (*For further information please see our Equal Opportunities Policy.*)

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