

Workplace Strategy

Context

The Workplace Strategy has been devised as a way of providing a structure to achieve the key elements of our Workplace Policy, and is best read in conjunction with that document.

The aim of the strategy is to provide a structure to deliver the aims and objectives of our workplace policy.

This will be achieved through the following approach and processes:

- The Speedy Deal - the offering for our people supporting their development and promoting careers not jobs.
- Speedy Score Card - the way we ensure that Speedy recognises performance across a range of activity which reflects our economic, social and environmental approach to business excellence.
- What Good Looks Like - the process by which we provide clarity to our people on what doing a good job 'looks like'. Helping our people progress from being new in a role to operating as an advanced performer through acquiring a range of skills and expertise.
- Safety Starts Here - the internal programme that ensures the health, safety and wellbeing of our people.
- Recognising and Reward Success - the programme by which our managers are empowered to give 'spot rewards' to people going above and beyond the call of duty aligned to the Speedy Spirit.
- Communication- the regular communications processes with our people to keep them aware of Group activity, what opportunities this brings and to create an atmosphere where innovation and creativity are encouraged and recognised.
- Diversity - ensuring our people recognise the opportunities that come with an inclusive, diverse and representative workforce

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