



**PEI**

Working Well  
Program

At PEI Group, we are serious about the welfare of our individuals. The Working Well Program was created to ensure that we are taking care of all aspects of staff wellbeing such as flexible working, diversity and inclusion, career development, training and healthcare. And we try to have a bit of fun along the way too – with summer and Christmas gatherings, clubs and regular office drinks where we can chat and socialise in a casual, relaxed atmosphere.

Below is a list of all the elements that combine together to make up our Working Well Program.

### **Remote and flexible working**

- » Roster of flexible working opportunities including compressed hours, flextime, job-sharing and part-time working
- » Fully embraced remote and hybrid working with the technology to make it seamless
- » Great office locations and space designed for collaboration
- » Culture built on trust and respect for work-life balance and wellbeing

### **Learning Well**

- » Per-person annual training allowance
- » Tuition reimbursement
- » Lunch and Learn sessions (virtual and in person)
- » Mentoring scheme

### **Performing Well**

- » Technology provisions to do your best work
- » Performance Management scheme which includes goal setting and regular/continuous feedback and training
- » A professional development plan set for each staff member
- » Job Design – the opportunity to annually review your role and key responsibilities with your line manager

### **Equality, Diversity and Inclusion**

- » Equality, Diversity and Inclusion Council (meet monthly)
- » Women's Network
- » LGBTQ+ Network
- » Diversity celebrations calendar

### **Environmental, Social and Governance**

- » ESG committee (meets monthly)
- » Volunteer Leave – 4 days per year paid leave
- » Charity partners
- » Donation matching
- » Signatories of the UN Global Compact

### **Feeling Well**

- » Connected globally
- » Private healthcare coverage in all locations
- » Employee Assistance Programme
- » Life Cover – 4 x salary death in service

### **Engaging Well**

- » Book club (meets monthly)
- » Townhalls (three per year)
- » Summer & Christmas parties
- » Recruitment Referral scheme
- » Employee Resource Groups (personal and professional)