



Our

**COMMITMENT.**

We aspire to be the company where you can **be yourself & grow**

Our aim is simple - to create a workplace that allows you to be your authentic self, in an environment that supports your wellbeing and development. Build a career that works alongside your lifestyle, allowing you to achieve a healthy work-life balance.

Here's how we achieve this...

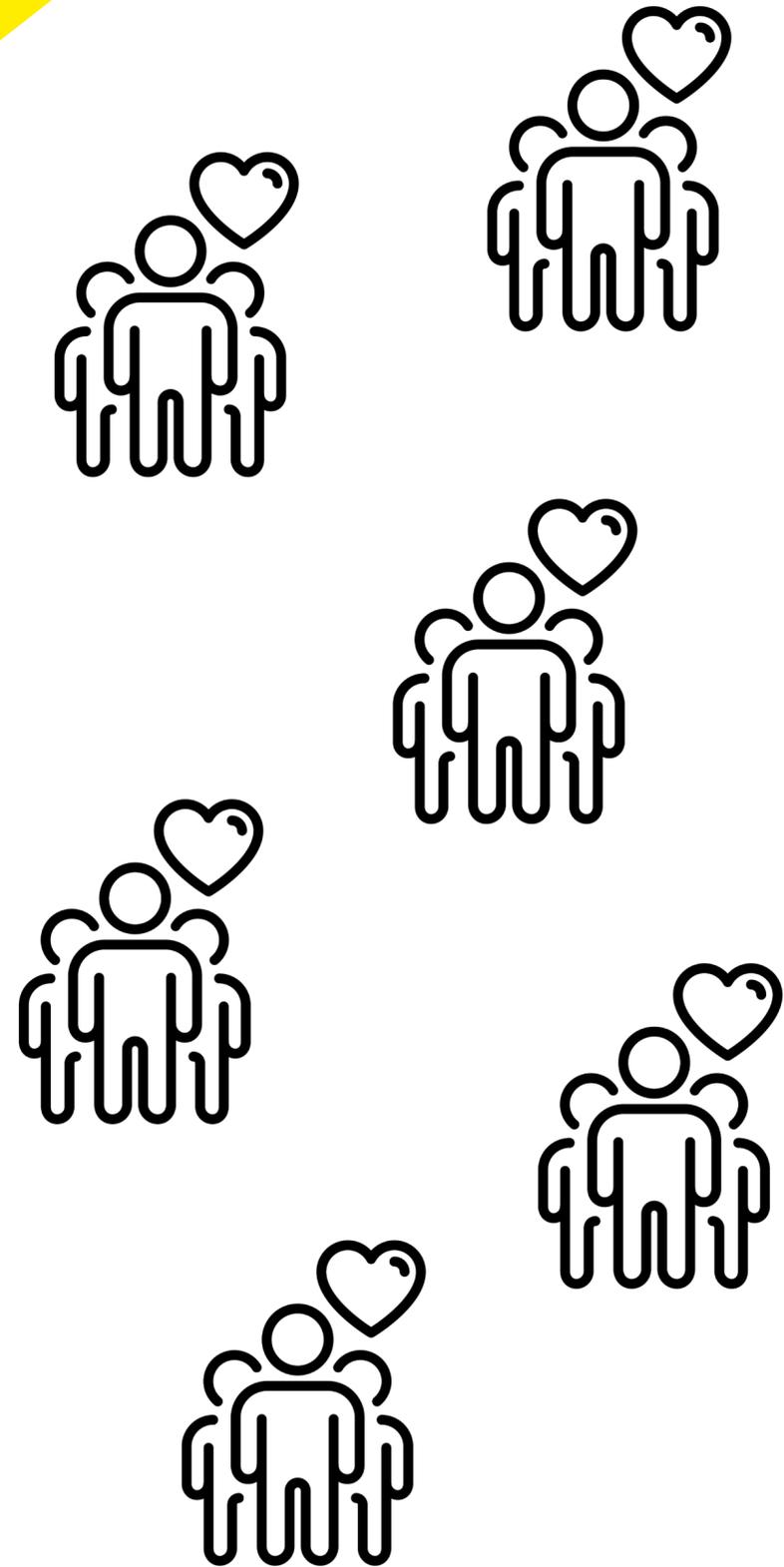
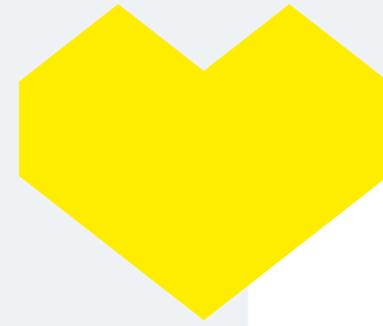


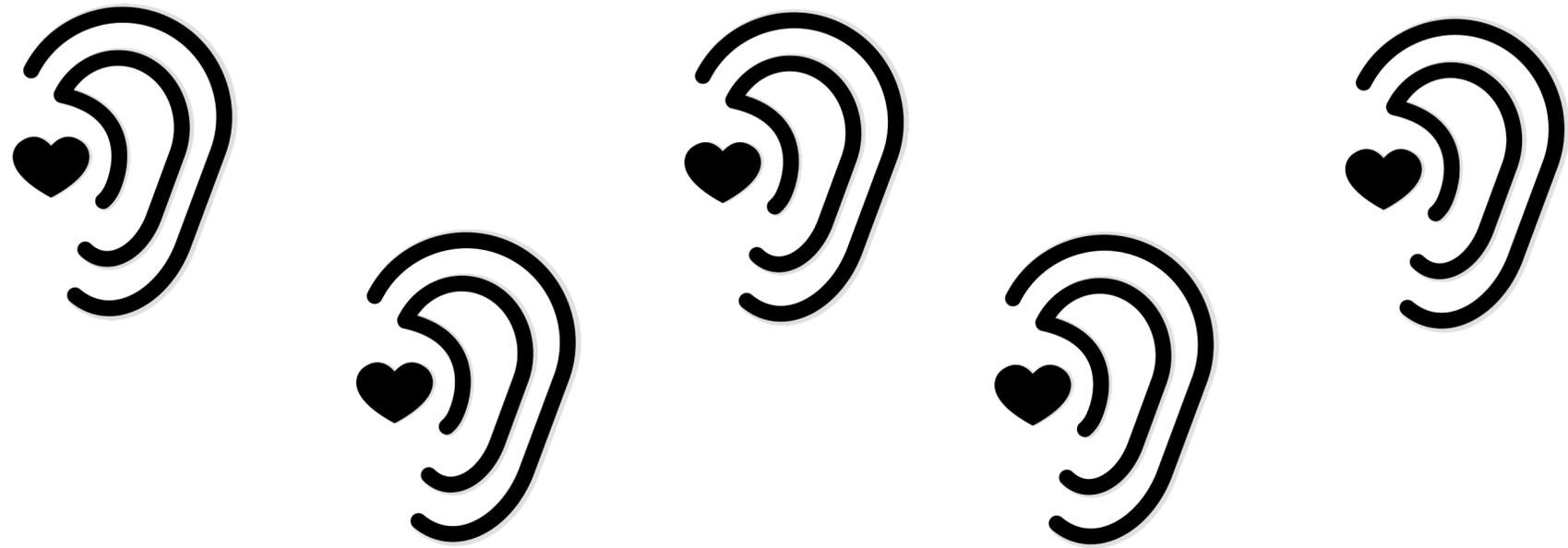
# COMMUNITY.

## Work **together,** Win **together.**

Feel part of a wider team that spans across 5 companies. Whether it's through our various in person or virtual events, our colleague led taskforces, our charity and social events, or our communication, you have the opportunity to be connected across the business. We also pride ourselves on listening to our colleagues and acting to improve our community, through engagement surveys, Employee Resource Groups, and listening forums.

**What we offer:** Regular in-person team meetings, virtual sessions, a dedicated Community Taskforce fundraising for our Group charities.





# Be heard.

Be reassured that you will be supported from day 1. Throughout the business, our colleagues support each other to open up opportunities and overcome challenges every day. Line Managers and leadership teams are available to support you wherever you need it - giving you the encouragement you need to thrive in your role.

**What we offer:** Group listening forums, employee engagement surveys, regular 1 to 1 meetings with line managers.

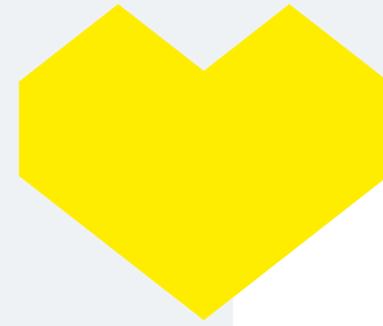
**SUPPORT.**

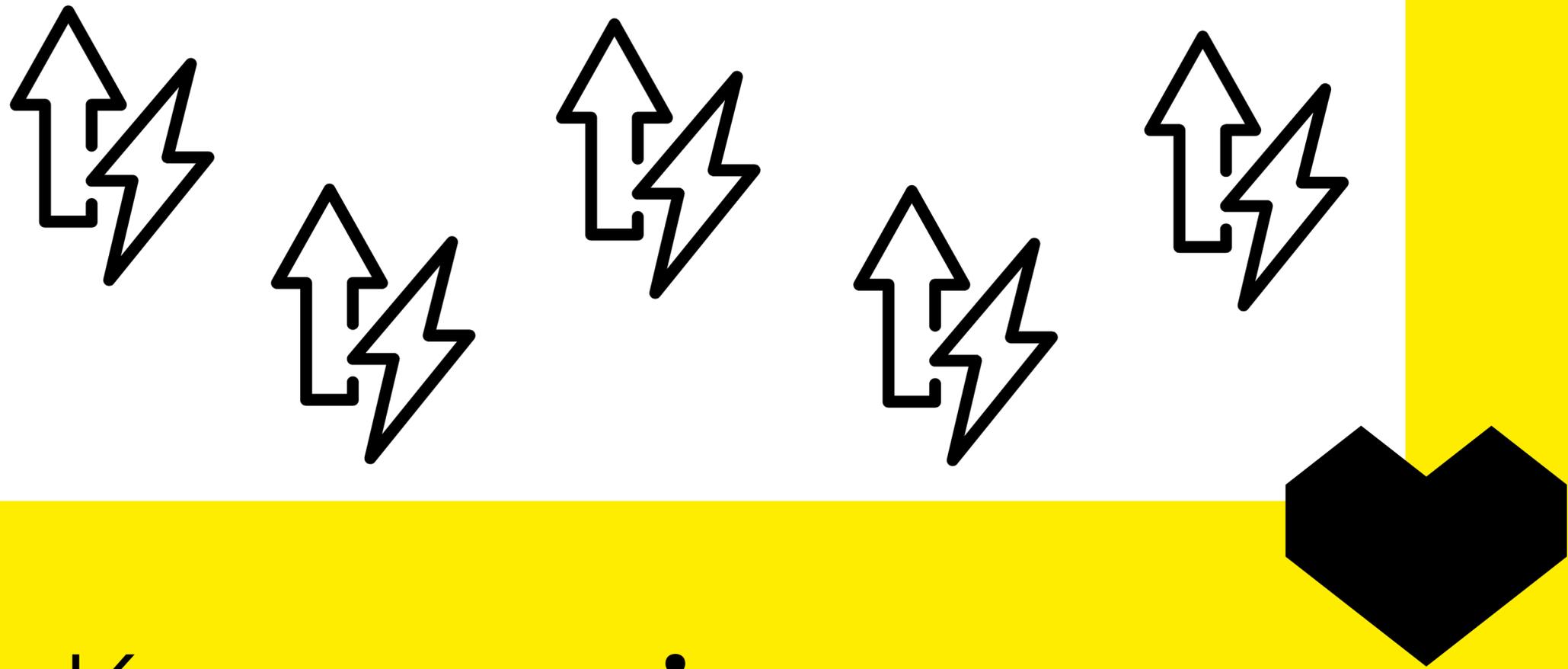
# INCLUSIVE.

## You **belong** here.

Feel empowered to be your best and authentic self in a safe and supportive working environment. Our colleagues come from a variety of backgrounds, education, experience levels, age groups, religions and ethnicities. We're committed to inclusive recruitment practices, providing forward thinking policies e.g. transgender and Ramadan polices, and celebrating diversity through engagement sessions for key events e.g. Pride, International Women's Day and Black History Month.

**What we offer:** A variety of inclusive policies to support colleagues including Menopause, Ramadan, Transgender. We also have a dedicated DE&I taskforce hosting educational sessions and virtual events.





# Keep **growing.**

Take your personal and professional journey wherever you want. Whatever stage you're at in your career, we tailor your path and give you the confidence to reach your personal goals. There's potential to try different paths and develop your skills and experience, whether you're looking for a career in your chosen field or whether you're looking to move through the business. The breadth of our service, products and agencies opens up a world of opportunity for colleagues to develop their career with us.

**What we offer:** PDR objectives, mentorship, performance management career development plan, access to vacancies and promotions across all of our Group agencies.

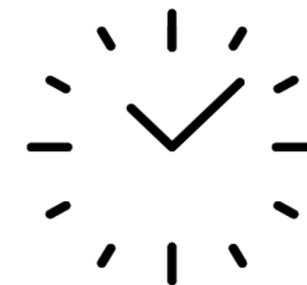
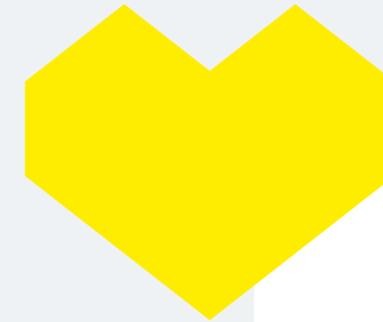
**OPPORTUNITY.**

# FLEXIBILITY.

## Get the right **balance.**

Enjoy flexibility, regardless of your role. We offer a variety of roles such as full-time, part-time, seasonal and tactical. Recognising that each individual's needs are different, we ensure this is reflected through our flexible working and SMART working policies – making it easier for colleagues to achieve their perfect work-life.

**What we offer:** Flexible working policies for bank holidays, SMART working hours, Maternity policy, access to a variety of roles with various working hours.





## We care.

Our colleague's welfare is at the heart of our business, and we are always looking for new ways to support wellness and better ways of working. As a Group, we aim to inspire our colleagues to be the best versions of themselves, whilst creating a happy and healthy workplace. We are focused on supporting wellbeing in our business through our group of mental health first aiders, training, wellness workshops, virtual check-ins, and activities for our colleagues.

**What we offer:** A dedicated wellness taskforce, a community of mental health first aiders across teams in the business, mental health training and support, wellness workshops and virtual check ins.

WELLBEING.

# How **our colleagues feel**

about working here?

**81%**

of colleagues on average felt that they were fully engaged by the business.

**86%**

of colleagues on average rated their Line Managers at the top end of the scale.

**8.9**

out of 10 colleagues feel that their team embraces DE&I.



# Develop your career with a leading Sales & Marketing Group.



Discover a variety of roles across **several sectors**

Although our agencies operate independently, our colleagues have the opportunity to develop their careers across our Group to gain maximum experience and skillset in role across multiple industries.

Some of the sectors we currently work with brands in include Grocery, Convenience, Technology, Professional Beauty and Away from Home.





# JOIN US.

Do you want to be a part of our **growing community?**

Your next opportunity awaits...

Visit careers to view our vacancies: <https://www.weareavidity.com/careers/>