Best Companies Group

Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarized as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

| | | Disagree Somewhat | Neutral | Agree Somewhat | Agree Strongly | |
|--------------------------------------------------------------------------------------------|--------------|----------------------|------------|-------------------|-------------------|----------------------------------------|
| 1. Overall, I am very satisfied with my employer | | | | | | |
| 1. Overan, I am very satisfied with my employer | | | | | | , |
| How do you feel about each of the following specific matters? | (Fill in a s | single respo | nse for ea | nch statemen | nt below) | |
| 2. This organisation's leadership: | | Disagree Somewhat | | Agree Somewhat | Agree Strongly | Not Applicable |
| I understand the long-term strategy of this organisation | O | O | O | O | O | ······································ |
| The leaders of this organisation care about their employees' well being | O | O | O | O | 0 | O |
| Senior leaders live the core values of the organisation | | | | | | |
| 3. The organisation's corporate culture and communications | : | | | | | |
| | | Disagree Somewhat | | Agree Somewhat | Agree Strongly | Not Applicable |
| This organisation's corporate communications are frequent enough | ghO | O | O | O | O | C |
| This organisation's corporate communications are detailed enoug | ,h 🔾 | O | O | O | O | O |
| This organisation effectively communicates its progress towards meeting departmental goals | O | O | C | O | C | C |
| I have a good understanding of how this organisation | | | | | | |
| is doing financially | Q | <u>o</u> | Q | <u>o</u> | O | O |
| I can trust what this organisation tells me | Q | <u>o</u> | O | <u>o</u> | O | o |
| This organisation treats me like a person, not a number | O | O | O | O | O | O |
| This organisation gives me enough recognition for work that is well done | Q | O | Q | O | • | Ο |
| Staffing levels are adequate to provide quality products/services | | | | | | |
| Quality is a top priority with this organisation | | | | | | |
| Safety is a top priority with this organisation | | | | | | |
| I believe there is a spirit of cooperation within this organisation | | | | | | |
| My employer enables a culture of diversity | | | | | | |
| This organisation makes a strong effort to minimise discrimination | | | | | | |
| I like the people I work with at this organisation | | | | | | |
| At this organisation, employees have fun at work. | O | O | O | O | O | O |
| I feel I can express my honest opinions without fear of negative consequences. | | | | | | |
| Changes that may affect me are communicated to me prior | | 🕥 | 🕥 | 🔾 | • | |
| to implementation | \circ | \circ | \circ | \circ | \circ | \circ |

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| 4. Your role within this organisation: | _ | _ | | Agree | _ | |
|-------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------|----------------|------------|--------------|-------------------|
| | Strongly | <u>Somewhat</u> | <u>Neutral</u> | Somewhat | Strongly | <u>Applicable</u> |
| I like the type of work that I do | O | O | O | O | O | O |
| I am given enough authority to make decisions I need to make | O | O | O | O | O | O |
| I believe my job is secure | O | O | O | O | O | O |
| Deadlines at this organisation are realistic | O | O | O | O | O | O |
| I feel I am valued in this organisation | O | O | O | O | O | O |
| I feel part of a team working toward a shared goal | O | O | • | | 0 | O |
| I am able to maintain a reasonable balance between work and | | | | | | |
| my personal life | O | Q | O | | 0 | O |
| My job makes good use of my skills and abilities | O | O | • | Q | 0 | O |
| I have a clear understanding of my job role | O | Q | O | Q | • | O |
| I understand the importance of my role to the success of | | | | | | |
| the organisation | Q | O | O | O | Q | Ο |
| Most days, I feel I have made progress at work | O | O | O | | • | O |
| Progress at Work Progress at Work Progress | | | | | | |
| 5. Your work environment: | Disagree | Disagree | | Agree | Agree | Not |
| | | | | Somewhat | | |
| Maritanian disease different and a second | | | | | | |
| My physical working conditions are good | | | | | | |
| My general work area is adequately heated/cooled | | | | | | |
| There is adequate noise control to allow me to focus on my work. | O | | 0 | | O | |
| My workspace has adequate privacy for me to do my job | 0 | | 🔾 | | • | |
| I feel physically safe in my work environment | 0 | • | • | • | O | O |
| C 37 1 (1 1 1 (d) 1 1 1 (d) | D: | D: | | | | NT 4 |
| 6. Your relationship with your immediate supervisor: | | | | Agree | | Not |
| | | | | Somewhat | | |
| My supervisor treats me fairly | O | O | O | O | O | ······· |
| My supervisor treats me with respect | | | | | | |
| My supervisor handles my work-related issues satisfactorily | | | | | | |
| My supervisor handles my personal issues satisfactorily | | | | | | |
| My supervisor acknowledges when I do my work well | | | | | | |
| My supervisor tells me when my work needs improvement | O | O | O | O | C | ······· |
| My supervisor is open to hearing my opinion or feedback | O | O | O | O | C | ······· |
| My supervisor wants me to develop to my fullest potential | | | | | | |
| I feel I can trust what my supervisor tells me | O | O | O | O | C | ······· |
| | | | | | | |
| 7. Training, development and resources: | | Disagree | | Agree | Agree | Not |
| | Strongly | Somewhat | Neutral | Somewhat | Strongly | Applicable |
| This organisation provided as much initial training as I needed | Q | \mathbf{O} | \mathbf{O} | O | \mathbf{O} | \mathbf{O} |
| This organisation provides as much ongoing training as I need | 0 | • | O | ······ | O | 0 |
| This organisation provides as much ongoing training as I need This organisation provides the technology, equipment and | | | | | • | |
| resources I need to do my job well | \mathbf{O} | \circ | \mathbf{O} | \circ | \circ | \circ |
| The computer or other hardware I use to do my job is dependable | O | ······ | O | | . | 0 |
| The software and programme applications I use to do my job are | | | • | | 😏 | |
| adequateadequate | \circ | \circ | \circ | \circ | \circ | \circ |
| Technology issues are resolved in a timely manner | ······ | ······ | ····· • • ···· | | 3 | |
| Technology issues affecting my work are communicated to me | • | 🔰 | 😏 | 😏 | 🔰 | |
| in a timely manner | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \circ |
| This organisation helps me pursue a career path that aligns | ······· • ······· | J | ······ • ····· | 🥥 | • | |
| with my skills and interests | \bigcirc | \bigcirc | \bigcirc | \circ | \bigcirc | \circ |
| This organisation encourages me to develop professionally and/or | • | J | • | • | • | |
| acquire new skills | | \bigcirc | \bigcirc | \circ | \bigcirc | \bigcirc |
| acquire new skins | • | | | 😏 | 🔰 | 🔾 |

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| If I do good work, I will be rewarded | | | | | | | |
|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|------------|-------------|----------|-------------------|-------------|---------|
| 8. | Pay and Benefits: | Disagree | Disagree | | Agree | Agree | Not |
| 0. | Tay and Benefits. | Strongly | Somewhat | Neutral | Somewhat | Strongly | |
| My Ov | pay is fair for the work I performerall, I'm satisfied with this organisation's benefits scheme | O | O | o | O | O | C |
| Spe | ecifically, I'm satisfied with the: | | | | | | |
| An | ount of annual leave | O | O | O | O | 0 | ······ |
| Sic | k leave policy | O | o | o | O | 0 | O |
| An | ount of healthcare paid for | O | O | 0 | O | 0 | ······ |
| Dei | ntal benefits | O | O | O | O | 0 | C |
| | ion care benefits | | | | | | |
| | sion scheme | | | | | | |
| | e insurance benefits | | | | | | |
| | ability benefits | | | | | | |
| | ining reimbursement benefits | | | | | | |
| 110 | ming remodiscincit ocheris | | | | | | |
| 9. | Overall feelings about your employment experience: | | | | Agree Somewhat | | |
| Mo | st days, I look forward to going to work | 0 | O | 0 | O | O | C |
| My | job provides me with a sense of meaning and purpose | O | O | O | O | O | ······ |
| Iar | n proud to work for this organisation | O | O | O | O | O | ······· |
| I te | el this organisation has created an environment where I can do my best work | | \circ | \circ | \circ | \circ | \circ |
| Lar | n willing to give extra effort to help this organisation succeed. | | O | • | | | |
| | an to continue my career with this organisation for | | | | | | |
| - | at least two more years | O | C | C | C | C | C |
| | ould recommend this organisation's products/services to a frie | | | | | | |
| I w | ould recommend working here to a friend | | O | O | O | O | 3 |
| | | | | | | | |
| | NOTE: We recommend that you do not include your nam | e or other | identifying | remarks | in your resp | ponses to f | the two |
| | open-ended questions listed below. Pleas | | | | | | |
| 10. What does this organisation do that makes it a place where people would want to work? | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 11. What can this organisation do to increase your satisfaction and productivity as an employee? | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

The following questions are for classification purposes only. They will not be used to identify any individual. Please fill in only one response per question.

| 12. | How long have you worked for this organisation? | 16a. Which describes your work location? | | | | | |
|-----|-----------------------------------------------------------------|------------------------------------------|----------------|--|--|--|--|
| | Less than one year | Onsite | Q | | | | |
| | One year to less than two years | Hybrid | | | | | |
| | Two years to less than five years | Remote | | | | | |
| | Five years to less than ten years | | | | | | |
| | Ten years or more | 17. Which of the following best describ | oes your role? | | | | |
| | Prefer not to answer | Senior Management | 0 | | | | |
| | | Head of Department | | | | | |
| 13. | In what year were you born? | Executive | | | | | |
| | | Manager/Supervisor | | | | | |
| | Example: 1990 | Middle Manager | | | | | |
| 1.4 | W/I - 4 2 | Member of Staff | | | | | |
| 14. | What is your gender? | Junior Role | | | | | |
| | Female | Admin/Clerical | | | | | |
| | Male | Administration | | | | | |
| | Non-Binary | 18. In which department do you work? | ? | | | | |
| | Prefer not to answer | Management | Q | | | | |
| | | Sales | Q | | | | |
| 15. | What is your ethnic background? | Customer Service | Q | | | | |
| | White (British, Irish, Other) | Central Functions | Q | | | | |
| | Black/Black British (Caribbean, African, Other) | Commissioning | | | | | |
| | Asian/Asian British | Communication and PR | | | | | |
| | (Indian, Pakistani, Bangladeshi, Other Asian) | Marketing | | | | | |
| | Chinese/Chinese British (Chinese: any Other) | Admin | | | | | |
| | Mixed | Production | | | | | |
| | (White & Black Caribbean, White & Black African, White & Asian) | Post Production Craft | | | | | |
| | Any other Mixed | Policy and Regulation | | | | | |
| | Prefer not to answer | | | | | | |
| 16 | Which is your job status? | Insight, Strategy and Data | _ | | | | |
| 10. | vincia is your job status. | Development | | | | | |
| | Full-Time | Talent | | | | | |
| | Part-Time | Digital and Technology | | | | | |

Thank You for Your Participation!

For questions or comments, please email support@bestcompaniesgroup.com.