

Chime Group Holdings Limited

Additional Statements to the 2015 Financial Accounts

Employees

Employees

We are a people business therefore our approach to our staff is embedded in our Core Values, our Staff Code of Conduct and the requisite policies to ensure we comply with all relevant legislation including laws specifically targeted to prevent discrimination and restrict opportunities.

Our Duty of Care

The Board acknowledges the duty of care it owes to our staff and those we come into contact with. Our work is largely office based and our office locations are designed to provide a comfortable, safe and motivating environment. Where work is undertaken outside of locations controlled by the Group we undertake risk assessments to ensure the wellbeing of our staff.

Employee engagement

We recognise that having a diverse, motivated and organised workforce that is engaged with the overall strategy of the Group enhances the delivery of our goals.

We place considerable value on the involvement of our employees and continue to keep them informed and, where appropriate, consult with them on matters affecting them as employees and on factors affecting the performance of the Group. This is achieved principally via the Group's collaborative platform, 'Bounce', by e-mail and via formal and informal functions and events. In addition, our personal development programmes and our incentive schemes encourage employees at all levels to contribute to the achievement of the Group's short and long-term goals.

Employees Cont.

A Meritocracy

Our Group is a meritocracy, where people can succeed by their talent, skills, knowledge and application. The processes in attracting, hiring, motivating and providing our values and equal opportunities reflect this approach.

Equal Opportunity

No person receives less favourable treatment on the grounds of gender, sexual orientation, race, religion, nationality and ethnic or national origins, marital status, union membership, disability or age. This applies to recruitment, development, promotion, benefits and all our procedures.

Employment of disabled persons

The Group gives full and fair consideration to all applications for employment made by disabled persons, having regard to their particular aptitudes and abilities. Opportunities for training, career development and promotion do not disadvantage these employees or any members of staff who become disabled during their time with us. The Company makes reasonable adjustments to working arrangements or to a physical aspect of the workplace if someone, as a disabled person, would be placed at a substantial disadvantage compared to non-disabled people.

No Harassment

We strive to ensure that no individual experiences harassment, victimisation, bullying whether physical, verbal or by other means. We have published disciplinary and grievance procedures in place in order to formalise our process for dealing with issues.

Our confidential whistleblowing helpline also facilitates the reporting of any perceived non-compliance with our values and processes.

Employees Cont.

Supporting Young People

We believe young people help the company remain in touch with our audiences and those of our clients. They drive innovation and help us deliver appropriate responses to the challenges set by our clients.

We continue to run work experience, internship and graduate programmes in order to help young people from all backgrounds make the difficult transition from education to employment.

We have a Youth Board called 'Chime Innovate', a group of young members of staff tasked with innovation, and addressing particular business issues. Membership is open to all applicants under the age of 28.

In 2015/16 our graduate scheme had 17 members (2014/15: 20). 14 graduates were offered permanent positions within Chime.

We also have an open networking group called 'Curious' for our younger staff who meet for regular networking events. These events often include guest speakers and we extend invitations to our clients.

Employees Cont.

Health and safety

We are a people business and, due to the nature of our work, the majority of our staff are office based. However, our businesses now include operations with a small amount of manufacturing activity. Our teams also spend a proportion of their time at events on location which brings an additional level and a variance in our health and safety risk profile. These exceptions are managed via our established procedures. Our aim is to maximise the wellbeing of our people and those we interact with. As such, the risk, and historical incidence of accidents is low.

This is an on-going process and the risk assessment of new developments or increases in activities with a higher level of risk, is embedded into our review process.

We take our duty of care seriously and have retained external consultants, RHSS Ltd, who provide not only guidance on identification and assessment of hazards but also practical support such as carrying out risk assessments for events and other activities.