

Comments

Open-ended question: (163 comments)

not stop. No matter how busy it is, no one snaps, no one gets angry and it still has the same

The culture doesn't feel forced. It genuinely feels like a second family.

91%

83%

Wellbeing Index

Impartiality

Careful consideration regarding hiring - this is great. Experienced people join the Inspiring ownership! I love it as for the first time in the work place i feel part of a family and team This is such a special company - everyone is just so lovely and easy to approach from my first day until now! i have never worked for a company that is as great as K2 Environment, working conditions are exceptional-Guildford office. Flexibility of hybrid working for those who need it. Empathy and support towards employees and the generosity is mind blowing- Kinetic Benefit, Early inflation rate increases, Bonus structure, the offer for assistance so no employee feels like they don't have a place to seek help - What more could anyone ask for-blessed and grateful and not taken for I believe that I've been encouraged to evolve within my role. When asked for a different role after coming back from mat. leave due to different circumstances, I was given a role that suits me well at the moment. Having that flexibility is key, also the company has allowed me to have flexible working hours to be able to make the times with kindergarten work 10. The people is what makes K2 such an incredible place to work. 11. Everyone is so friendly and helpful in any situation. 12. People culture. 13. Great environment to be and grow professionally with amazing leaders. 14. People - centric & positive client / customer service experience.

15. You do feel part of a family most of the time.

19. K2 truly care about and listen to the employees.

employees and it is an incredible place to work.

At K2, people really care about each other.

33. I feel listened to as a valued co-worker.

25. The 'K2 family' - it is true.

common good

35. The culture is one of a kind!

you!

16. The founders seem truly caring people.

warmth in the office.

events, everyone is happy to roll their sleeves up and get things done. Senior management also really care about the team, they have set up the Kinetic benefit to help us all financially and offered support and pay increases due to the cost of living crisis, there are not many companies out there willing to help in this way. They appreciate that we work hard to deliver only the best for the business, and our clients really helps affirm our culture, and helps keep the whole business focused on never losing what makes K2 so special. Life is never dull at K2 and the working day is full of variety, and if you need help there is always someone to reach out to, making it very

The CEOs are in the Guildford office and you often have interactions with them, they aren't hiding away in an office and always know what moves you are handling. I have never worked for such a generous company, with their time, transparency and the

18. The owner of the business really cares about the well-being of everyone who works for

Fabulous company. Old fashion values in a modern business world. People care. Leaders are proactive and creative. Profile of the business is high. It is a pleasure to

K2 is incredibly unique and very special, it feels like a family all aiming for the same goal to provide an excellent service. Everyone genuinely cares, and goes out of their way to

K2 is a family. I previously worked at K2 and have grown up in K2, I have struggled with

other jobs because I have always compared the culture and the ethos to K2 and I have never found a company that can compare. It is a family, it is actually cares about its

24. Culture of no bureaucracy, open door policy, flat structure so not hierarchical, open, I

26. K2 is a very generous company to work for which I believe comes from the top and

feel I work with people not for them, it is an honest and trusting place to work. I am empowered to do my job, have always been pushed to self develop/improve, with the $\,$

utmost support and I feel incredibly proud of what I have and continue to achieve at

recent Barcelona trip. Management trusts you to do your job

20. Great environment. Always feel valued. Lots of opportunities.

him - Trying to keep the full staff during the covid when times are bad

27. Everything is unique! Care and compassion and permission to be yourself to name but 28. Everyone is super helpful and it feels like you're part of a family and the company really 29. The family feel we get no matter who you are talking to, whether that is a different department or office. The fact that executives will talk to you as a person, and sit 30. The company culture is what makes K2 so special and unique. Colleagues are warm and friendly to each other & management are kind and are always open to listening. In all,

every employee that is hired has the same genuine warmth and affection for each other.

32. The company has a flat structure with everyone having access to senior management.

34. The flexibility to make decisions, hands on involvement and visibility of management and

36. This company is an amazing place to work and be a part of - this is a very genuine

leaders. Openness of people and a genuine care for what they do. Wanting to go the

This company and it's owner, truly value it's staff. The fact that they give back not just to charity and the environment, but to it's employees, is absolutely fantastic, so thank

into the Houston K2 office... every single person has made me feel welcomed and not just by the Houston office, but by offices all over the world. It's so nice to feel

connected with other offices as well and not just your home office. I'm so excited to

44. The staff are treated with the upmost respect and this goes in to making the great

It is so amazingly unique and it's very easy to articulate how well we do things

48. Not every company promotes and supports employees carrier growth within as K2

49. Just altogether an amazing company where you feel welcome and appreciated. Great leadership and company values. Down to earth attitude and relaxed office atmosphere.

50. The people at K2 truly care about each other. They step up when you need it without asking. The people are extraordinary and its great to work somewhere that we are

encouraged to build relationships across the globe. These relationships truly get us

through the hard times and allow us to be a strong team always working towards

53. Everyone is very friendly and welcoming that even when you have temporary workers

done a fantastic job creating an atmosphere where everyone has the ability to

57. We were all given the opportunity to go to Spain, for a work conference, the entire company, almost 300 people. It was amazing to meet, face to face, many other team

was a rare and truly unique experience that I have never seen before with another

58. I like that we have open communication in the company and are constantly keep posted

on any development within the organization. For example, in weekly meeting, we are keep informed of opportunity development and management potential directive.

Majority of the colleagues are approachable and keen to share experience to improve

policy with all our managers and them being approachable in discussing any concerns or

59. The people and the culture are such a unique part of the company. The open door

60. Certainly unique! The company really cares about its employee's and understands

61. Celebrating wins and special events, the focus and importance put on team/family and

social gatherings allowing us to build those relationships. The encouragement and possibilities to work with others on the other side of world. The want and focus on

65. The easy access to the Management; The empowerment we are given to raise ideas

66. The great feeling of being a family and all working to the same goals, with great passion,

67. Our positive collaborative culture drives our commercial success globally. I have always

 $68. \quad I \; like \; how \; the \; financial \; success \; of \; K2 \; is \; shared \; with \; the \; employees \; in \; yearly \; bonuses$ and Christmas gifts . And I like the investments made for having social gatherings, trips,

70. Throughout my career, there have been few places where I have felt like I have truly arrived. At K2 I felt that from almost day one and still feel it today. What makes this a

taken a huge amount of personal pride in doing the right thing both personally and professionally and I believe these principles run deep throughout the K2 group insuring

regardless of growth and increased headcount we always keep our feet firmly on the

contribute to the company's success; in fact, we are strongly encouraged to bring ideas

forward, collaborate, question the status quo, and openly celebrate and support the success of colleagues. K2 is one of the most global and ethnically diverse organizations I

I love that our executive management team are approachable and encourage new ideas. My manager listens to my ideas, allows me to execute them (within reason), and cheers

46. Genuine concern for employees well being and have created a lovely culture.

compared to our competitors - the culture is great, plus the ability to be able to do

The constant encouragement you receive from everyone is incredible. The collaboration and the team spirit is second to none. Everyone work together for the

40. The company is very generous financially, with vacation time as well as paid holiday time. Most companies would not pay for anyone to take a trip to another country, including flight, hotel, etc in order to celebrate a milestone. I have not worked here long but people really make you feel more like family than co-workers. If you have a question, 41. People genuinely enjoy working at this company - we feel very fortunate to have such an inspiring leadership team. The diversity and the positive atmosphere!! This is only my 4th week here so some of these questions are a bit hard to answer but so far, just an amazing experience! I just started a little over a month ago... and I must say from the first day that I walked

see what my future holds here at K2.

what is needed in the best interest of the client.

delivering a high level of customer service.

me on along the way.

47. Extremely personable and interested in personal development.

environment within K2.

38. Honestly, the best company I have ever worked for!

39. The attitude and atmosphere created by the employees.

business 54. I have never worked at a company that cares as much about their employees as hitting the bottom line and targets. The culture and attitude of each and every employee makes you want to interact and work hard to make sure we are all reaching the same goals. 55. I am new to the company so questions answered lean towards the positive, questions left blank are because I have not had enough exposure to make an informed selection. 56. K2 is an incredibly friendly company to work for, leadership is flat, all the way up to the owner. I would feel comfortable reaching out to anyone at the highest levels. K2 has

have ever worked for, and this is very important to me

52. I love the people, environment and the business! Dream job!

employee retention even if it means changing location/role/departments. Very unique! In all of the years working, I have never experienced an environment like this. Everyone is positive. You can approach anyone at anytime and everyone will stop what they are doing to help. The facilities and generosity is amazing. It doesn't feel like 63. The culture, sense of belonging, the people and the environment they create. These are all the things you want from a company that cares about you as much as your willing to 64. How everyone can be themselves and relax during work and outside of work hours.

and discuss about it; The friendly environment

ground

pride and commitment, truly a unique place to work

great place to work? The people, who are all unique and unusual, just like me. 71. Amazing leadership, very supportive and people – oriented 72. Starting from CEO to leadership team, everyone genuinely believe the term "we're in it together". Examples of this is when mistakes are made, leadership makes no judgement and jumps in to support and help resolve. No finger pointing or anything! This is nothing like I have seen before, being in the industry for over 15 years. Company sees the real life struggles and cares for employees, forking out double bonus and asking for help if things gets too rough over Christmas. 73. As a newbie to this group, not much solid feedback but unsuccessful on-boarding

process and can feel unwillingness from existing folks when helps needed.

74. The team work and the community that we have built. It is absolutely amazing.

75. The fact that K2 is one big family and your needs always seen by management

set goal or exceed it. E.g. ESG and all the work around sustainability

colleagues check in on your wellbeing in and out of office hours.

76. We're very ambitious and set the bar high for ourselves and almost always reach the

I love the culture - being kind is an expectation and it's not abnormal to have your

78. It is very unusual in the relocation industry to have a company support their employees

If you could change one thing about this company to

make it a better place to work, what would it be?

Possibly the addition of a formal training sponsorship program? Certain

More training and opportunities to gain new skills/qualifications.

Personally, I couldn't think of a better place to work or be

to sponsor.

Not one thing

More chance to career progress

Paid parking for the 2 days in the office.

Nothing.

certification routes you can go down/specialise in that K2 would be happ

More flexibility around WFH. Not strict days per week, a more flexible schedule

69. Finally, I like how everyone are very nice to each other and helpful.

- Comments Open-ended question: (138 comments)
- Operational process and procedures to be more aligned. 10. A higher increase in basic gross salary to justify the work responsibilities & load along with the current rise of cost of living. 11. New promotions and / or roles. 12. More career progression opportunities. 13. Better processes, less duplication, company health insurance. 14. Whilst I appreciate, growth is our aim, it is a business after all, I hope we do not

15. We need to be conscious and sensitive of the time differences between the

17. Bringing our global colleagues together more often so we can spend time together

face to face. That's what made our global conference in Barcelona so special, we all got to spend so much time together, which felt amazing and provided a

Offer employees an opportunity to progress their careers via promotions, training

20. For most, K2 is a dead end job unfortunately. Favouritism & progression is shown

21. It is very hard to suggest improvements when I think it is pretty perfect currently.

22. Ensure that when people are promoted it is because they have the skillset to do it,

This is only from my point of view and its ownership of your part of the process

managing supplier invoices i.e. if a service is in Ascent there should be an invoice

Ascent for PO's and SO's linking in to AP. Also, recurring rents, this is manual and

there is no tracking or reporting, this could become problematic as we grow and

uploaded, unless the service is cancelled, there then needs to be a feed from

27. At busy times, most of us work evenings and weekends to deliver the service and

33. I am happy with the progress and benefits of this company. I am happy where we

I think there are some offices/staff who do not work well together, so I would

all the positive energy I am feeling so far and learn as much as I can about the

40. At this time everything is great! There isn't anything I would want to change about

K2. I love the people, the culture, the environment and most of all the teamwork!

I feel there is sometimes a reluctance to coach and develop based on constructive feedback...I'd love to see some kind of process to support growth where I've seen

cope with demand. I would like less volume in order to be not spread so thinly,

23. Have more 'difficult conversations' with people that aren't performing well and

grow too much to maintain that family feeling in K2.

different offices when arranging for global calls.

16. Better coffee machine:)

wonderful, magical atmosphere.

and taking on more responsibilities.

to a hand full of people only.

not just 'promote from within'

coach them to be better.

case volume increases

this in a few small pockets.

love to see that change

41. I honestly can't think of anything.

36. Nothing.

18. I don't think there is anything.

- so that if something is asked of you, you own that and its down to you to action/respond. Also unless contracts are different you come to the office twice a week as stipulated as we are all in this together and it would help to build a better repour and team spirit. 25. Work-life balance. 26. Our technology, which I know we are working on, but the financial element worries me as we grow and the disconnect with Ascent. Everything is too manual and there is a high potential to miss out on billing our fees, we need some mandatory fields that need completion prior to being able to close a file and perhaps a second approval level trigger. We also need a more robust process for
- 28. Covering can be stressful, payment for overtime would be nice. 29. Nothing comes to mind 30. None - I genuinely love working at K2! 31. Perhaps making international assignments/opportunities more visible to everyone in the organisation. 32. A better way to log and collect all information for files. I feel the public folders are not a great solution, it is hard to search in the folders and very slow.

especially when covering for holidays etc, but otherwise it is all good

- 37. Not too much, overall, it's a great place to work. 38. The company is growing so quickly that a lot of processes aren't actually in place so it seems that the horse is running behind the cart trying to catch up and get processes and standard operating procedures in place. We may need to look at the big picture (10 year plan for example) and prepare the processes prior to hiring people to do a job that has no manual or standard operating procedure to 39. Nothing yet, I am too new to want to change anything. I just want to absorb
- 42. It's a lot better than it was but we still need to do a better job in making sure we follow the right communications protocols and that messages around people and their development /promotions/ renumeration etc are communicated it the right order - sometimes more senior people jump in too early to have a discussion that should be had by a line manager, and that can have detrimental effects on people - never the intent but sometimes the result - we're moving in the right direction...). 43. Free parking. 44. Nothing.
- 45. This is a tough question to answer especially after the fantastic year we had. Now I feel like I have no imagination to my name. I would probably promote random late afternoon meetings that can take at any day during the week in the office. Any day as the office hours are different for everyone. I would send out an email with voting button to vote for the days and the day with the most votes will win. 46. Probably IT related - public folders can be tedious to work in and sometimes tech
- is slow (Outlook, work phone). 48. The opportunity to travel and work from our other offices to build relationships with our global team. 49. I would love to see K2 accelerate tech projects, improve reporting capabilities, etc so we can better compete with our peer RMC's.
- 50. Provide employees with next gen office equipment, both in the office and for remote employees such as hydraulic standing desks, chairs that provide better ergonomics, or a one-time allowance in lieu to purchase our own. Create modern comfortable "hub" seating areas in the office that allow us to step away from the desk, and collaborate in small groups, or a quiet place to work on your own.
- 51. Please look into Zoom desktop phone system for all employees; especially for remote employees so we don't have to rely on cells phones alone. 52. Embrace not only remote work, but give employees space to manage daily schedules as a way of increasing work/life balance. I would like to see K2 incorporate a "core hours" philosophy, such as a 6-hour window where everyone must be available during that time period. The remainder of the workday is left to the employee to manage according to business/personal obligations on the calendar that day (e.g. company/client meetings, appointments, etc). 53. Consider a 8-9 hour/4-day workweek.
- 54. We do a lot of manual/admin work, if the system was more updated, we may not have to do double work on certain things. IT is working on some parts, but this to vendors/clients, etc. 55. If I may request for 3 things... 1. Technology - Hope that Ascent can provide us more user friendly, efficient and instil accountability. Example, able to send out supplier confirmation from Ascent, whoever input billing can be recorded. 2.

56. Coverage during leaves could be better instead of just sending out a holding note.

57. Remuneration package based on the experience and value someone brings to the

59. More attention and weight on mental, emotional well-being when it comes to

61. Understanding the importance of differences in work culture and expectations in

different regions/countries and adapting to make K2 an employer of choice.

own health insurance for the respective country. I really hope you can take this

into consideration as I know many people who's work are based in Sweden but

58. I've been working here a year and so far I would change NOTHING.

63. The work-life balance is something that needs some improvement on

company.

peak seasons.

stress and overworking.

60. Equal offerings in all offices not just at HQ.

62. I will relocate closer to my house :-)

Company, one of a kind!

65. More great and talented people.

they live in UK and other countries.

- would save everyone a lot of time/double work on reports, quoting, confirmations 121. Help with development within teams / other opportunities. To work towards specific personal work goals. 122. At this time, no changes are needed. 123. More time spent bonding with specific team, such as a team lunch. Training - I hope to receive opportunity for training and development. Example, 124. Nothing. going for professional certification course such as GMS certification. 3.Performance review - It will be great if we can have informal performance 125. I think the downside to the flexible working is we don't often see our whole team review on quarterly basis to see if what I'm doing is ok or if there are area for improvement and not to wait till the formal yearly appraisal.
 - everything all of the time . Bupa cover or suchlike would provide a a really To be honest at the moment, i am struggling to think of something. Great valuable benefit that extends to employees' loved ones. 133. There is nothing! 134. The benefits package. Being able to work remotely from your original home country for a shorter 135. Honestly, there is nothing I would change. It hits every mark from my perspective, period of time every year. This would make me healthier & happier mentally, and I look forward to a long career with K2! which leads to more productive work and having the will to stay for a longer time at the company. A max of 183 days is the law in which you can work remotely 136. Better processes. abroad Sweden without having any tax related issues. Insurance is covered by the 137. I can't think of anything. I'm so happy and content here! home insurance we already pay in Sweden and if need be we can pay for our

by empowering its people to do their best - and yet always wants to improve - but values its people above all. 160. Colleagues and management see you as a person, not an employee. 161. Having worked in the industry for 10+ years and with various different companies, this is by far the best company I have ever worked for. Their culture and ethos is very much aimed towards their employee's regardless of their role in the business. They constantly show that they 100% care for each individual employee and this is shown throughout the various events, opportunities, and financial compensation. Thank you K2 for being such a wonderful place to work 162. Everyone is knowledgeable and easy to access

163. K2 empowers and trust us as individual contributor to make the best decision for our

clients, customers and K2. The group chat created helped to foster a family like

different aspects of K2 business, i.e., commercial, ops lead, account management. 74. I'd like for new accounts to be brought live in a slower fashion so that the relocation managers are not thrown onto an account where everything is not yet in place. It makes it hard for those of us who are speaking directly to the relocating employee when we don't have the proper training and documents. 75. Be open as to how they decide in delegating accounts to certain people in 76. Our office space in Malmö. As the team is growing, the office gets very crowded,

and it is difficult to find a meeting room for private conversations and client calls. It

apply this early, but down the line I would be interested in how I get involved with

70. I believe there needs to be a set training structure for new employees. Due to the

72. Would love to see more pets in the office, really helps to reduce stress having 10-15 mins to sit and stroke a dog and take your mind away from work for

73. More internal career development opportunities. I am new and likely wouldn't

to allow me to confidently do my role to the best of my abilities.

71. K2 is a great company as it is, and I would not change a thing.

lack of structure and 'training plan' I don't think I have been given sufficient training

- employee, such that everything is done properly and accurately. For example, when adding/cancelling PO & SO lines in Ascent, everyone needs to be on the same page to ensure that it does not cause any confusion/inconsistencies between 92. It is a great place overall. It would be great to have a standard insurance coverage as part of benefits even it is based on salary sacrifice. 93. A better-equipped office with option of personal space for corporate or private calls and rest corners. 94. Nothing. :-)
 - or listening to their needs and actually doing something about it. I have been fortunate enough to move positions under a fantastic new manager and I love my job now, but that was not the case a few months back where i was desperately unhappy and actively seeking a new position outside of K2, purely because of the management style in the office. So I think making sure the operational team / consultants know that they can speak to someone outside of their direct management in confidence about how they feel will go a long way to ensuring the culture and love of working for K2 is withheld in all the offices.
- 106. Maybe some days to work from abroad. Although I am very happy with the current situation. 107. Honestly, I would slow down a bit with the growth to keep the balance of the family vibe making sure we have the right people before we take on more. 108. Accounting processes. 109. The balance is already changing, but more diversity at senior leadership and above

112. Ensuring there is enough staff and adequate cover before taking on new work, we

113. For me it would be to focus on continuing to develop global connectedness (at every level) and find new ways to build relationships across locations, regions and

out staff requirements and amount of cover required.

have grown so quickly the last few years, and sometimes we are reactive to more

work pressures after the fact, but maybe need to be more proactive in working

functions as we navigate organisation growth. Maintaining the K2 culture, keeping

not just in numbers, but in service lines, clients, and as the industry leader! Part of

it personal, developing our people is crucial as the organisation becomes bigger

- this focus, is how we 'smartly' and deliberately develop our people to ensure a talent pipeline, retention, that we maximise potential, and to ensure people consistently perform at their best. 114. This is probably for the future but maybe a shift to allow people to work from home full time. I know some of competitors offer this and I feel we might be missing out on hiring some real talent by not offering this. 115. None so far 116. If money were no object, improved efficiency driven by technology.
- together in the office. Maybe a team day once a month or team building etc would be beneficial to continue developing our good working relationships 126. Better IT systems. 127. I'd relocate to one of the other offices. 128. It would be nice to have workshops for managers on how to improve in
- something I would revamp the AP to make sure invoices are paid in a timely manner. and perhaps have more feature on Ascent that makes the data collection 119. There is a lot of work so a larger team, which is in the pipeline. 120. Greater focus on helping everyone to achieve better work-life balance and in turn what else we can do to give back by way of charitable and ESG activities.
- 129. The resources systems. At the growth rate and amount of work, the systems (Ascent and email filing) are not up to speed. 130. More creative solutions from managers for staff wellbeing i.e. volume of work, leave coverage, training sessions, cross training opportunities, etc. 131. More effort put into process improvement and technology to work smarter

132. Introduce private healthcare benefits throughout the organisation. Money isn't

- 117. Improvements to Ascent/invoicing. 118. I think we have a wonderful office and environment however if I can change
- 138. Enhancement to the systems which will improve the efficiency of the relocation manager.
 - because it's personal

- 94 84
- Is there anything unique or unusual about this company that makes it a great place to work? Please give specific examples.

the high end. There are several people have been at K2 well over 5 years, some 10

80. It is the personal effort to make everyone feel at home, like remembering the person

81. The company incentives are amazing and a great way to show how much our work is

82. The opportunities given, the leadership's care for the whole company and all employees, everyone is important. Generous and flexible benefits.

83. Wonderful culture, Executives/Directors are not closed off and open to feedback,

85. The company is unique in the way it supports the employees with financial benefits quarterly bonuses and profit sharing scheme. Also the K2 talks and caring about

88. This is a company that cares about it's employees and demonstrates that with actions

89. My manager will regularly wish me a good evening, weekend etc. Rarely do I have to

90. We had an exceptional company conference in Barcelona and got to meet colleagues

work outside of my normal working hours, at my previous company it was expected

Comms within the company to its employees is amazing - keeps everyone together.

understands the culture and works towards servicing our clients and working to gather

years. That speaks a lot for the company.

valued

to achieve our goals.

from all K2 offices.

97. It feels like a family!

encouraged and celebrated internally

105. The people and workplace are great to work with.

achievements are recognised if they know about them.

(Kinetic Benefit).

110. K2 are REAL Investors in people.

the right people for your team.

86. It is like working for a big "Family".

87. The people that own and manage the company are unique.

not just words or as a tick box exercise.

for you to work during evenings/weekends.

79. Colleagues makes you feel you can be yourself without judgement.

91. Christmas Bonus (was not expecting that, especially after Barcelona!). 92. Wellbeing talks - menopause, blood pressure checks. 93. Balance of office/home working arrangement. 95. Our leaders sit amongst us, there is no separation / closed away in their own offices. We are able to and encouraged to speak with them and share ideas with them directly. We have fun and work very hard, it is a good balance 96. Which company brings all offices to Spain for Global Conference Event at all costs

98. K2 has a very unique culture of passion, respect, care and excellence both internally and externally. There is not a day that goes by without one of us being thanked, recognised,

99. The same is true externally where not a day that goes by without one of us being

only possible with the incredible support network we have both internally and 100. What ever is promised is always delivered and employees are being treated as well as 101. K2 is truly a family where everyone cares for one another and for the outstanding quality we thrive to deliver daily. 102. People are friendly and it feels like a family sometimes. 103. I feel there is a lot of reward for working here in terms of remuneration bonuses and amazing experiences such as Barcelona

106. How open the management is willing to talk/discuss about future direction and plans

107. K2 really values and rewards its employees, not only financially but by recognizing

and all staff are invited to participate should they wish/be able to. Everyone's

108. It is always looking for ways to support the community and a local charities worldwide

109. The managers, SLT and directors are unique in that they are all approachable and speak to all staff members when they are in the office. So much so that the message to staff recently brought me close to tears with the heartfelt gesture they made and the

message given re the current cost of living crisis to not be afraid to speak to them

111. From the minute I had my first interview I felt at home. From the minute I walked in the

door my first day of training, I was greeted with smiles and so many welcoming faces. They take pride in ensuring employees receive the adequate training and take the time to schedule these for employees so they feel more at ease transitioning into their roles. From compensation to bonuses to holiday gatherings, K2 really takes care of their employees. 112. Teamwork, family environment. Profit share scheme. Communication. Collaboration. 113. Many things, but the personal touch that is given to celebrating people and success is to 114. This is one of the most amazing companies I have ever worked for. The leadership

work life. They have helped me through some tough times in my life and continue to

culture and environment that has been cultivated here is one of love and care. You can

manager always extends help either in work or personal related, she is amazing person.

reap from it. Also, I love the independency the company provides, basically no one is

watching you like a hawk and you feel some kind of trust that is stowed upon one

really tell that the people around you care about you and want you to succeed. I've been blown away with the people that K2 has employed, you guys are great at finding

115. The people driven company culture - it is not just an idea, it is in action every day, on every level of the company. In Barcelona when most people met face to face for the first time, there were not these "strangers standing around". It was like a magnet,

117. Hi, this is my very first time working for a company that actually recognizes you, no matter on which "level" you are. If you doing good, it will get mentioned and you will

118. I think the entire company culture as a whole is unique, and the culture we have is

thanks to probably the most humble and genuine CEO I have ever worked for.

everyone was drawn to each other and the energy was magical.

119. Open dialogue, caring people, good leaders, great business savvy. 120. Strong leadership that cares for its employees at all levels. 121. It really does feel like a work family, people genuinely care about their colleagues. 122. I truly feel especial and honoured to be part of K2 family! 123. K2 values the importance of family. 124. The culture and the hearts of people as K2 brings out the best in others. We are allowed to truly be ourselves - no masks. We do not have to hide our kryptonite - we will be supported in these areas when we fully embrace our superpowers and add as

much value as we can. Also the hearts of the management team - truly caring for

125. Nobody has made me feel the way K2 did and ever invested so much patience and

126. K2 recognise not only hard work but also changes in life circumstances. They support

128. The family vibe is so great! I am glad to work here ! I love to be in the office and help

130. I do really feel that managers and the executive team are open to new ideas and willing

131. The K2 'family' culture and personal approach are unique and clear differentiators. This

is reflected in the K255 working environment, regular group communications and

work for K2. No mountain is too high, there is always a solution to help those

relationships. To hear only positive feedback and sincere appreciation across the

133. Although not everyone can attend everything, the Social Committee do a fantastic job

updates that encourage openness and inclusivity, and the genuine care for all those who

127. Management are also approachable so are willing to listen when you need help.

to listen and are not stuck in their ways like some companies can be.

employees in a time of need... 'because it's personal'

organisation is not something I've experienced anywhere else.

progression which makes it a truly amazing place to work.

136. So far so good, great company to work for

excellence in everything we do, every day.

140. Genuine, high achieving and inclusive culture.

people as people. Truly seeing people for who they are.

resources in me. I am happy to be part of K2.

where I can.

129. Diversity

of facilitating and providing opportunities for fun, interesting and enjoyable events that help to grow connectedness and relationships alongside work. 134. Navigating Covid was an example that exemplified the K2 culture and efforts to support one another, and commitment to success. On the one hand employees offered support through salary sacrifice/ salary holidays to help and support where possible, and on the other hand K2 quickly made good and honoured those commitments. Trust, commitment and an openness to ask for help build respect, loyalty and value in one 135. Family orientated, the K2 family was something that was mentioned when I joined which admittedly I thought was just some cheesy statement. I then started working for K2 and

realised just how true it was. People genuinely care about each other and their personal

137. The company culture is very special. The team is very friendly, welcoming and everyone

138. Enviable industry culture that culminates in outstanding levels of customer service which is illustrated by our exceptional growth during a period where the industry has been in

139. The K2 feel, the family culture environment, and the dedication to deliver service

141. Amazing consideration for employees well being and development. Really feel looked after and feel everyone is approachable and on hand to help when needed.

142. Manager's open door policy and the company's transparency is something I have never

experienced in another company. The care that is given to employees is priceless. 143. Our CEO, very personable and has a great heart. The senior leadership team have an

amazing skill set and are people to aspire to. K2 has a very warm, kind energy, it is like

is supportive should you need any help. Coming from a large corporate agency K2 is a

- being part of a large family. 144. Sense of being part of a global family with clear support / involvement of owners in all 145. Culture 146. The door is always open with managers to freely speak about anything that may come up - if its issues with an assignee or a question or concern about an employee. The support is always there and is greatly appreciates.
 - best advice. The culture here is really close knitted and I feel comfortable talking to my peers about anything.
- 77. Nothing. 78. Early days for me but I'd like more interaction / social networking with partner 79. It would be a great perk to have work cell phones. 80. Nothing I can think of! 81. I love the Guildford office - it's impressive and a great space to work. Having a London Central/City office location when opportunity allows would be great too!
- 96. The day-to-day technology and reports.
- 102. Nothing change one thing and it impacts others, this is a great workplace package. 103. Nothing I can think of

- 104. The people. The workplace is never toxic or political, and everyone is very helpful

147. Closely connected with colleagues, lots of social events to strengthen this 148. The company has a family feel. Everyone is warm and friendly and always willing to help. Great office and the Founders are very approachable. 149. Really good culture with great benefits, more and more seem to appear too just in the time that I've been at the company which is promising. The profit scheme is great as well as K2Q. Also really appreciate the flexible working and have really been able to manage my work/life balance better because of it. 150. The best company I have ever worked to!

151. There is always a sense that the highest tier of management has a genuine interest in

who their employees are and how they're doing. Very unusual and special

155. The word "family" is not just thrown out. It actually means something here. 156. Our SLT is very family oriented and genuinely care about the people. I believe they want to try their best to do what's right and best for everyone and the company.

157. Ethical business practices, ample opportunities provided to staff, clean image and

158. Very friendly environment and everyone is always willing to help one another.

159. K2 is a company that is singularly focused on consistently delivering outstanding quality

152. The people for sure.

154. The people culture is amazing.

reputation in the market

153. Working with fellow K2 teams across the Globe.

67. More female presence in the senior leadership.

69. Nothing. I hope they never change.

is also very hot in the summertime.

85. Training for new employees can be improved.

keep it personal:)

life balance.

110. Less clique-feel.

easier.

111. Option to work remotely full time.

68. To introduce more initiatives improving work-life balance

82. We are growing rapidly and as much as there is a huge focus on us remaining as a family, I worry we may lose some of our culture due to sheer size and there will be less opportunities for promotions etc. 83. Allocating time and resources for less reactive, and more proactive, process revision and development. 84. Bigger office space for more effective communications during peak hours.

86. There really is nothing I would change. The office is a little far for some which

90. More female representation at board and SLT level. More flexibility in terms of

91. The processes. We need a specific set of procedures laid out nicely for each

97. I would improve on the technology we use like outlook. Outlook is a primary

98. It would be great if the needs of single parents and parents with children with disabilities could be individually assessed to see what further support is required.

101. I think not all cultures are easily open about the way they feel about their work environment and are easily able to express their feelings. I don't think all the

management staff are embracing the culture, doing what's best for the employees

partners when trying to get payments out.

99. Nothing. Just keep up the good and humble leadership.

100. There is nothing I would like to change, so far so good.

system we use to work from. When it goes down it makes our jobs very hard,

almost putting work to a halt slowing us down. This is not good for us and our

everyone! If I lived closer, I would be in the office most of the days.

means that working from home allows me to be ultra-productive. However, the office is so comfortable, beautiful and fun, it is such a joy to spend time there with

All I would like to say is please let's not lose your K2 DNA as we grow so we can

remote working and reduced working hours (9:00-17:30) to promote more work

- 95. Manage the growth take the time to integrate all members of the k2 family and build and grow the culture.
- 104. Nothing, we've got it spot on! 105. At the moment, I cannot give you an example as I believe all the improvements in different areas are being handle by K2.