



# This is officially a **Great Place To Work®**

This accreditation tells the world that our employees enjoy an amazing work-based experience, founded upon respect, kindness and mutual support. Our culture celebrates that special something inside each person, applauding the differences that bring us together.

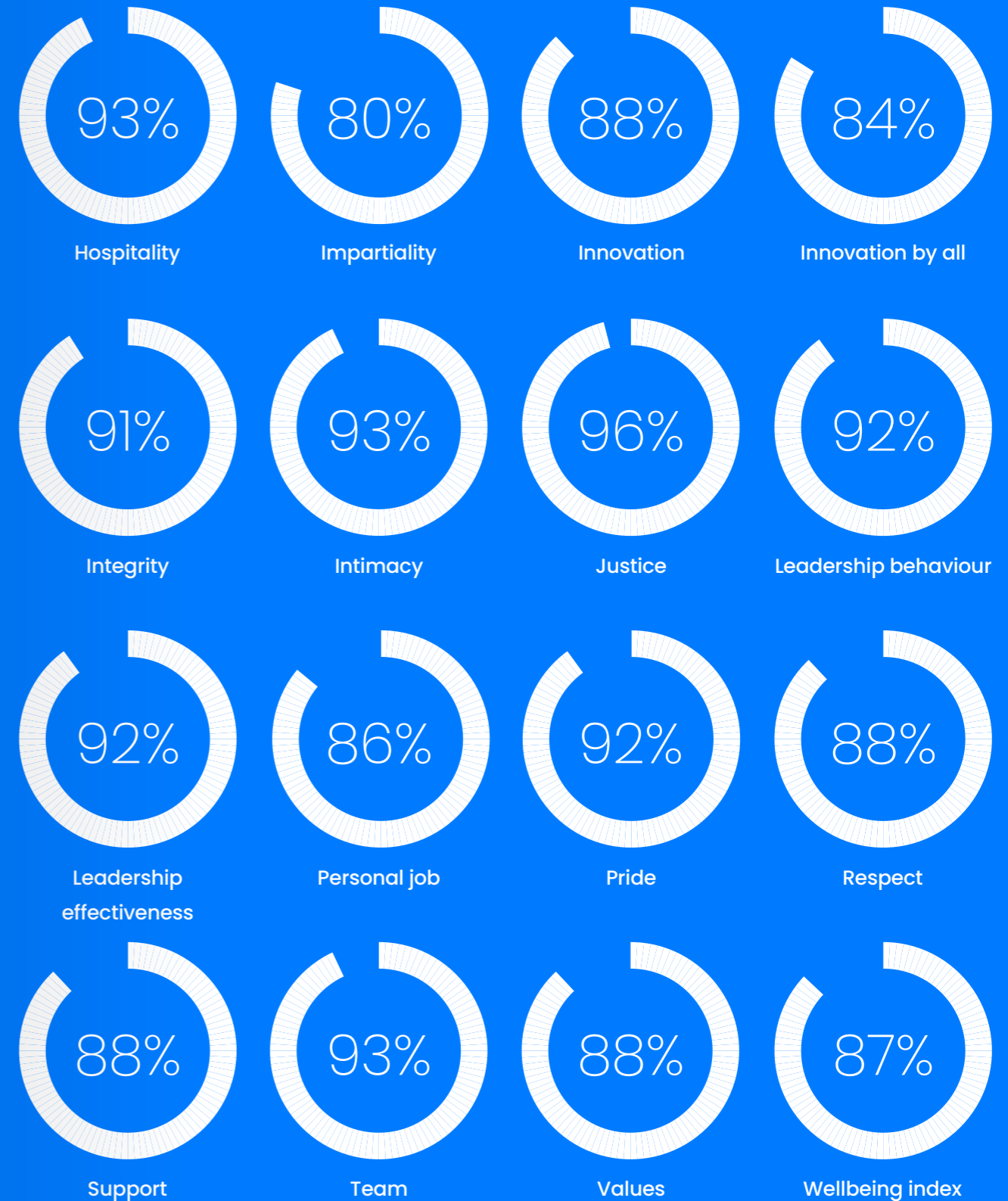


# Results don't shape us. Our people do.

**Our global Great Place to Work® accreditations highlight the vital role our people play in our shared goals and successes.**

It recognises us a place where our people feel valued, supported, and empowered. It shows we value and foster a positive work culture, built on trust, respect, and collaboration. The results belong to every K2'er around the globe.

In summary these are our global achievements:



## Camaraderie

When you join the company, you are made to feel welcome.	97
People care about each other here.	95
When people change jobs or work units, they are made to feel right at home.	94
People celebrate special events here.	94
I can be myself here.	91
You can count on people to cooperate.	90
This is a fun place to work.	89
<b>Camaraderie Average</b>	<b>93</b>

## Caring

This is a physically safe place to work.	99
Our facilities contribute to a good working environment.	94
I am able to take time off from work when I think it's necessary.	93
Management shows a sincere interest in me as a person, not just an employee.	90
We have special and unique benefits here.	88
This is a psychologically and emotionally healthy place to work.	84
People are encouraged to balance their work life and their personal life.	83
<b>Caring Average</b>	<b>90</b>

## Collaboration

Management genuinely seeks and responds to suggestions and ideas.	86
Management involves people in decisions that affect their jobs or work environment.	79
<b>Collaboration Average</b>	<b>83</b>

## Communication

Management is approachable and easy to talk to.	91
Management makes its expectations clear.	87
I can ask management any reasonable question and get a straight answer.	87
Management keeps me informed about important issues and changes.	86
<b>Communication Average</b>	<b>88</b>

## Community

You can count on people to cooperate.	90
<b>Community Average</b>	<b>90</b>

## Competence

Management is competent at running the business.	96
Management has a clear view of where the organisation is going and how to get there.	91
Management trusts people to do a good job without watching over their shoulders.	90
People here are given a lot of responsibility.	90
Management hires people who fit in well here.	85
Management does a good job of assigning and coordinating people.	83
<b>Competence Average</b>	<b>89</b>

## Corporate image

Our customers would rate the service we deliver as 'excellent'.	97
I'm proud to tell others I work here.	96
I feel good about the ways in which we contribute to the community.	95
I want to work here for a long time.	91
People look forward to coming to work here.	89
I would strongly endorse my company to friends and family as a great place to work.	89
<b>Corporate Image Average</b>	<b>93</b>

## Credibility

I believe management would lay people off only as a last resort.	97
Management is competent at running the business.	96
Our executives fully embody the best characteristics of our company.	95
Management is honest and ethical in its business practices.	94
Management is approachable and easy to talk to.	91
Management has a clear view of where the organisation is going and how to get there.	91
Management trusts people to do a good job without watching over their shoulders.	90
People here are given a lot of responsibility.	90
Management makes its expectations clear.	87
I can ask management any reasonable question and get a straight answer.	87
Management keeps me informed about important issues and changes.	86
Management hires people who fit in well here.	85
Management delivers on its promises.	85
Management's actions match its words.	85
Management does a good job of assigning and coordinating people.	83
<b>Credibility Average</b>	<b>89</b>



## Engagement

Management is competent at running the business.	96
I'm proud to tell others I work here.	96
People here are willing to give extra to get the job done.	93
I am treated as a full member here regardless of my position.	93
I want to work here for a long time.	91
Management has a clear view of where the organisation is going and how to get there.	91
I can be myself here.	91
Management shows a sincere interest in me as a person, not just an employee.	90
You can count on people to cooperate.	90
I feel I make a difference here.	87
People avoid politics and backstabbing as ways to get things done.	86
Management's actions match its words.	85
This is a psychologically and emotionally healthy place to work.	84
<b>Engagement Average</b>	<b>90</b>

## Engagement index

I'm proud to tell others I work here.	96
When I look at what we accomplish, I feel a sense of pride.	95
Taking everything into account, I would say this is a great place to work.	94
People here are willing to give extra to get the job done.	93
I want to work here for a long time.	91
I would strongly endorse my company to friends and family as a great place to work.	89
I feel I make a difference here.	87
My work has special meaning; this is not "just a job".	84
<b>Engagement Index Average</b>	<b>91</b>

## Equity

I am treated as a full member here regardless of my position.	93
I feel I receive a fair share of the profits made by this organisation.	85
Everyone has an opportunity to get special recognition.	84
People here are paid fairly for the work they do.	80
<b>Equity Average</b>	<b>86</b>

## Fairness

People here are treated fairly regardless of their sexual orientation.	98
People here are treated fairly regardless of their race.	96
People here are treated fairly regardless of their age.	96
People here are treated fairly regardless of their gender.	96
I am treated as a full member here regardless of my position.	93
If I am unfairly treated, I believe I'll be given a fair hearing if I appeal.	92
People avoid politics and backstabbing as ways to get things done.	86
I feel I receive a fair share of the profits made by this organisation.	85
Everyone has an opportunity to get special recognition.	84
People here are paid fairly for the work they do.	80
Promotions go to those who best deserve them.	77
Managers avoid having favourites.	76
<b>Fairness Average</b>	<b>88</b>

## Hospitality

When you join the company, you are made to feel welcome.	97
When people change jobs or work units, they are made to feel right at home.	94
This is a fun place to work.	89
<b>Hospitality Average</b>	<b>93</b>

## Impartiality

People avoid politics and backstabbing as ways to get things done.	86
Promotions go to those who best deserve them.	77
Managers avoid having favourites.	76
<b>Impartiality Average</b>	<b>80</b>





## Innovation

I am treated as a full member here regardless of my position.	93
Management recognises honest mistakes as a part of doing business.	91
Management has a clear view of where the organisation is going and how to get there.	91
You can count on people to cooperate.	90
Management trusts people to do a good job without watching over their shoulders.	90
Management shows appreciation for good work and extra effort.	90
I feel I make a difference here.	87
Management genuinely seeks and responds to suggestions and ideas.	86
People avoid politics and backstabbing as ways to get things done.	86
Management involves people in decisions that affect their jobs or work environment.	79
<b>Innovation Average</b>	<b>88</b>

## Innovation by all

We celebrate people who try new and better ways, regardless of the outcome.	88
Management genuinely seeks and responds to suggestions and ideas.	86
Management involves people in decisions that affect their jobs or work environment.	79
<b>Innovation by All Average</b>	<b>84</b>

## Integrity

I believe management would lay people off only as a last resort.	97
Our executives fully embody the best characteristics of our company.	95
Management is honest and ethical in its business practices.	94
Management delivers on its promises.	85
Management's actions match its words.	85
<b>Integrity Average</b>	<b>91</b>

## Intimacy

People care about each other here.	95
People celebrate special events here.	94
I can be myself here.	91
<b>Intimacy Average</b>	<b>93</b>

## Justice

People here are treated fairly regardless of their sexual orientation.	98
People here are treated fairly regardless of their race.	96
People here are treated fairly regardless of their age.	96
People here are treated fairly regardless of their gender.	96
If I am unfairly treated, I believe I'll be given a fair hearing if I appeal.	92
<b>Justice Average</b>	<b>96</b>

## Leadership behaviour

Management is competent at running the business.	96
Our executives fully embody the best characteristics of our company.	95
Management is honest and ethical in its business practices.	94
Management is approachable and easy to talk to.	91
Management shows a sincere interest in me as a person, not just an employee.	90
Management's actions match its words.	85
<b>Leadership Behaviour Average</b>	<b>92</b>

## Leadership effectiveness

Management is competent at running the business.	96
Management is approachable and easy to talk to.	91
Management has a clear view of where the organisation is going and how to get there.	91
Management shows a sincere interest in me as a person, not just an employee.	90
<b>Leadership Effectiveness Average</b>	<b>92</b>

## Personal job

I feel I make a difference here.	87
My work has special meaning: this is not "just a job".	84
<b>Personal Job Average</b>	<b>86</b>

## Pride

Our customers would rate the service we deliver as 'excellent'.	97
I'm proud to tell others I work here.	96
When I look at what we accomplish, I feel a sense of pride.	95
I feel good about the ways in which we contribute to the community.	95
People here are willing to give extra to get the job done.	93
I want to work here for a long time.	91
People here quickly adapt to the changes needed for our organisation's success.	90
People look forward to coming to work here.	89
I would strongly endorse my company to friends and family as a great place to work.	89
I feel I make a difference here.	87
My work has special meaning: this is not "just a job".	84
<b>Pride Average</b>	<b>92</b>

## Respect

This is a physically safe place to work.	99
Our facilities contribute to a good working environment.	94
I am able to take time off from work when I think it's necessary.	93
I am given the resources and equipment to do my job.	91
Management recognises honest mistakes as a part of doing business.	91
Management shows a sincere interest in me as a person, not just an employee.	90
Management shows appreciation for good work and extra effort.	90
We have special and unique benefits here.	88
We celebrate people who try new & better ways of doing things, regardless of the outcome.	88
Management genuinely seeks and responds to suggestions and ideas.	86
This is a psychologically and emotionally healthy place to work.	84
People are encouraged to balance their work life and their personal life.	83
I am offered training or development to further myself professionally.	81
Management involves people in decisions that affect their jobs or work environment.	79
<b>Respect Average</b>	<b>88</b>

## Support

I am given the resources and equipment to do my job.	91
Management recognises honest mistakes as a part of doing business.	91
Management shows appreciation for good work and extra effort.	90
We celebrate people who try new & better ways of doing things, regardless of the outcome.	88
I am offered training or development to further myself professionally.	81
<b>Support Average</b>	<b>88</b>

## Team

When I look at what we accomplish, I feel a sense of pride.	95
People here are willing to give extra to get the job done.	93
People here quickly adapt to the changes needed for our organisation's success.	90
<b>Team Average</b>	<b>93</b>

## Values

Our executives fully embody the best characteristics of our company.	95
Management delivers on its promises.	85
Management's actions match its words.	85
<b>Values Average</b>	<b>88</b>

## Wellbeing index

People care about each other here.	95
I can be myself here.	91
People look forward to coming to work here.	89
I feel I make a difference here.	87
My work has special meaning: this is not "just a job".	84
This is a psychologically and emotionally healthy place to work.	84
People are encouraged to balance their work life and their personal life.	83
People here are paid fairly for the work they do.	80
<b>Wellbeing Index Average</b>	<b>87</b>

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