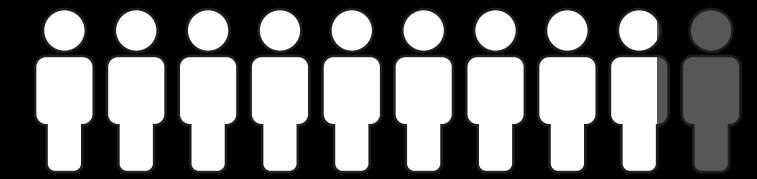


Morgan Lovell

Results and Feedback

People Survey 2021



Thank you so much for taking the time to complete the 2021 survey and share your opinions. **88% of us responded** which is fantastic.

Listed in this document are the highlights from this survey, and also the action points that we are committed to as a result of the feedback received.

See the highlights on the next pages...



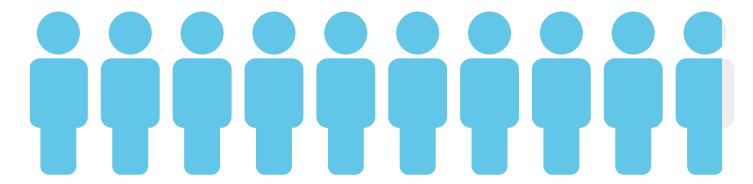
92%

believe that the **leadership style** of your MD and Management Team encourage you to give your best.



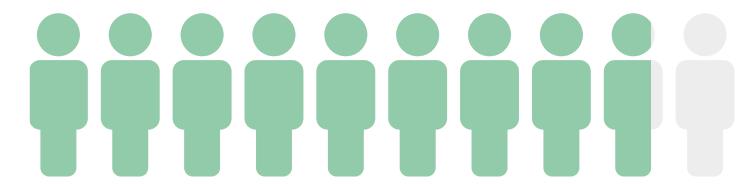
93%

believe that you work in an environment that is **accepting of differences** in personal identity.



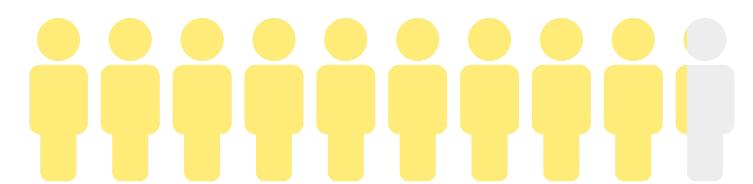
98%

believe that you are **treated with respect**, regardless of your job.



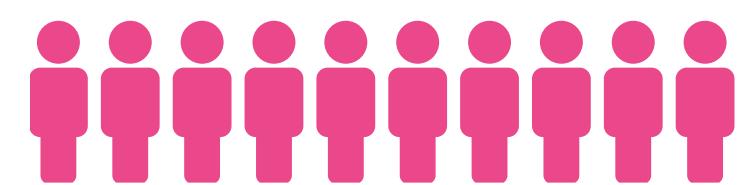
88%

believe that you work in an environment where you can **challenge the traditional way** of doing things.



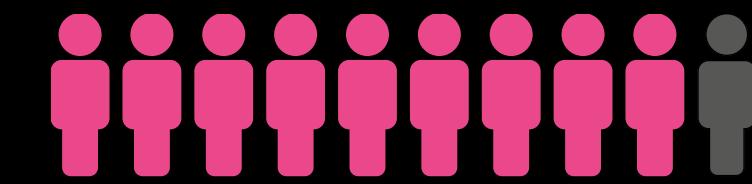
93%

believe that we have an **open and honest** culture.



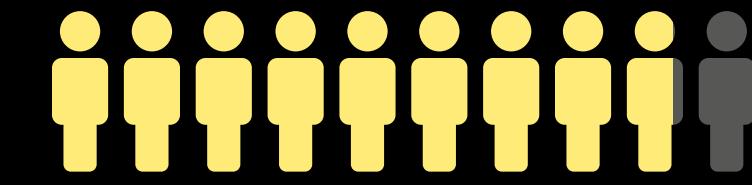
100%

have the **equipment, tools and software** that you need to do your job effectively.



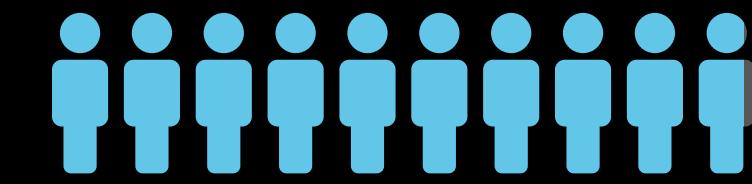
91%

think that your line manager **manages you effectively**.



88%

think that your line manager **communicates with you effectively**.



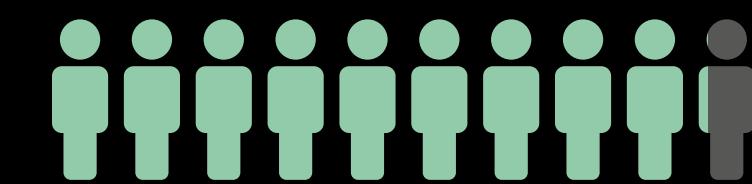
98%

feel **empowered** to make decisions needed to do your job well.



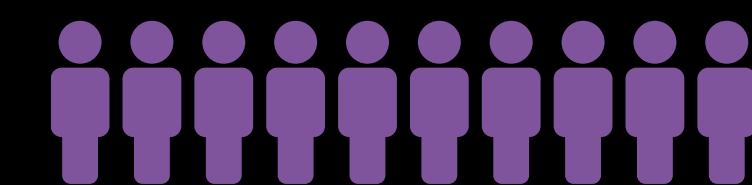
88%

feel that there is **good cooperation** between your team and other teams.



93%

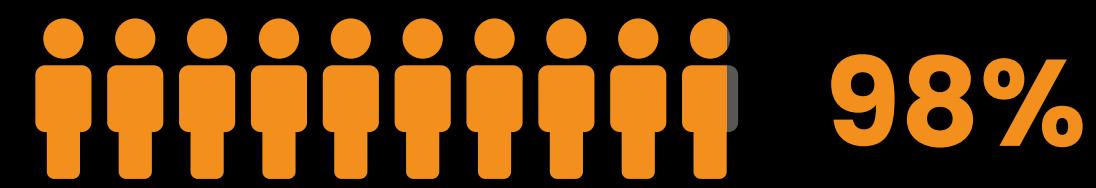
feel **encouraged** to give your best every day.



100%

are **highly confident** in the future direction, stability and leadership of the business.

How did you feel about Morgan Lovell during the COVID-19 pandemic?



felt that the **business communicated with you** very effectively throughout the pandemic.



felt that the business performed above average in **looking after your welfare** during the pandemic.

How do you feel about the learning and development opportunities in Morgan Lovell?



feel that you are **offered sufficient L&D opportunities** to meet your career needs.



What are the action points?



50%

have said that you **do not feel very valued** by the business.

This is something that we will be asking about in more detail in upcoming 1 to 1s in order to explore what being valued means to each of you. This will enable us to create a working environment where each and every one of you feel valued, which is our goal.

When looking into this feedback, we acknowledge that we haven't celebrated your success as much as we should have, and we want to change this going forwards – recognising success along the way, despite the fast pace that we operate within.



40%

feel that our business culture **does not encourage conversations around personal wellbeing**.

This is something that we take very seriously, and whilst we do recognise that the current circumstances have been incredibly difficult, this is something that we want to address and explore further. Your personal wellbeing means something different to each of you, and we commit to providing an offering that supports all of you and, in doing so, builds a safe and supportive environment in which you can all operate and communicate.



30%

do not feel that the business provides you with effective tools to support both your physical and mental wellbeing.

In order to start exploring this, we will be opening discussions in future 1 to 1s and putting in place more workshops, providing a wider platform for everyone to discuss their physical and mental wellbeing. Wellbeing is something that is being reviewed across the Fit Out businesses, but whilst we commit to change and improvement within Morgan Lovell Southern, we want anything that we implement to be the right thing for you all going forwards, and be fit for purpose. This will not be just based on our guesswork; so we would appreciate any further information or feedback that you are happy to share to enable us to build and implement a strategy that supports you all.

The conclusion

Finally, although we scored ourselves well in other areas, we cannot be complacent and will continue our ventures to improve all areas of our working lives. Without a doubt you are the most important asset to our Company. With the support of Morgan Sindall Group, myself and the Leadership Team will do whatever we can to make our workplace the best it can be.

If you have any questions regarding this and the feedback, then please do not hesitate to speak to me or any member of the Leadership Team.

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