

# EMPLOYEE OWNERSHIP TRUST



## OUR AMBITION

- To be the best example of an employee owned business in our sector
- To create long term value for everyone in the UMi team
- To be a business where talented people thrive
- To create a better world through how we invest in our team, work with our suppliers and our attitude towards the environment

## WHAT DOES IT REALLY MEAN TO BE AN EMPLOYEE OWNED BUSINESS?



We can focus on what is right for the **long-term** sustainability of our business, not a short-term gain



We have the ability to **find our own path**, overcome obstacles and seize opportunities



We're more than just bricks and mortar or numbers on a spreadsheet, our business is a living breathing thing, **powered by people**



**Together** we can do more and go further

## HOW DOES IT WORK?

- 1 Our Employee Ownership Trust has been established to recognise the critical role of employees to the long-term success of the business.
- 2 The Trust is managed by UMi Employee Ownership Trustee Co Ltd – the EOT. The EOT work alongside the UMi Holdings board to help shape our long-term strategy.
- 3 If we all perform well individually in our roles, and collectively in our teams, with a culture of shared responsibility and commitment in support of that strategy, the business will go further and do more.
- 4 Employees are all equal beneficiaries of the Trust.

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## THE BOARD - WHO ARE WE?



**Tom Brock**  
*Employee Director*



**Chris Pay**  
*Employee Director*



**Steph Reddel**  
*Employee Director*



**Geoff Hodgson**  
*Non Executive Director*



**Sarah Ledger**  
*Independent Director*



**Simon Allen**  
*Employee Director  
& Chair*



**Nicki Clark**  
*Executive Director*

## HOW DOES AN EMPLOYEE BENEFIT?

- 1 UMi is a great place to work.
- 2 UMi Holdings is committed to making contributions to an Employee Ownership Fund based on our profitability and long-term balance sheet strength. The EOT Board can recommend how best to use the Fund. In addition, an Employee Loan Scheme established during the Covid-19 pandemic is in place.
- 3 Our culture and values - this includes the every day things we take for granted in UMi such as how we communicate, make decisions, are empowered, innovate, learn and participate within the business.
- 4 Togetherness – being part of something bigger on this journey to greatness

### WANT TO KNOW MORE?

Just ask one of our employee directors listed above