

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.

EMPLOYEE OWNERSHIP TRUST



THE BOARD - WHO ARE WE?



Leanne Miller

Employee Director



Craig Southern

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