

## Our Approach\_People



We are our people.

Well-trained, highly-qualified staff who are friendly, motivated and happy are our most valuable asset. We want the best from our staff, and we know that to achieve this, we must invest in them. As a result, we are committed to training and developing staff, supporting them in their careers and aspirations.

We've held Investors in People accreditation since 2000, but we know that a productive, happy workforce is about more than just training. It's about creating the right environment for talent and ability to flourish. To create this supportive culture, we have a stringent Equal Opportunities policy and a long-established tradition of providing flexible working. We actively promote a healthy work/life balance in all our studios, for all our staff.

In 2005, we signed up to Building Design's 50/50 Charter, and we are proud of our record of gender equality. Around 40 per cent of our staff is female. We're also proud of our diversity. We have staff from around the world, from Asia to South America, the Middle East to Australia. This fusion of language and culture makes us stronger and more creative. We also believe diversity in age makes us a better practice, tempering youth with experience, and our studios represent a healthy cross-section of both.