

The Musgrave People Experience

What is the Musgrave People Experience?

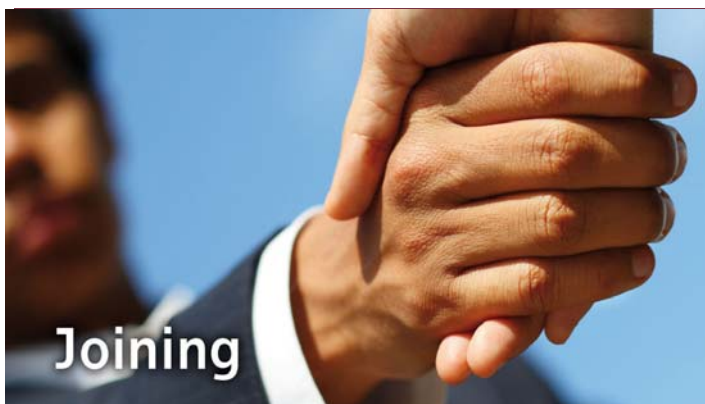
The **Musgrave People Experience** is built on the company's values and is the means by which we attract, motivate and retain both current and potential employees. It is effectively our 'employer brand'. At Musgrave we believe that an effective people experience is one that rallies our people internally and establishes our identity as an employer of choice.

Why is the people experience important?

We want you to view Musgrave in a positive light, whether you are already with us or considering joining our team. So from the beginning of our relationship, we have put in place a framework to demonstrate our commitment to people, which fosters and cultivates our passion for partnerships. It is important to us that we attract the right people to Musgrave and once you are with us, we thoroughly engage with you and develop your understanding of the business and your role in it. We want to enable you to achieve your full potential with us. The People Experience is very important to us because it has been co-created with our employees. This co-creation process was facilitated through a large number of interactive workshops with all employees across the Group, where they got an opportunity to input into and in some cases, to help build the collective type of people experience that they want to have at Musgrave. Using this framework has helped to develop a strong partnership between us and our employees, and as a result we are rewarded with a flexible, engaged and committed workforce that delivers results.

The People Experience

The Musgrave People Experience has been defined by the people that work here to reflect day-to-day life at Musgrave. It's a simple representation of the employee journey and stages involved during their life cycle with us. The framework is split into four phases:



Under Joining we have enhanced the way we recruit, we are clear about our resourcing process, we demonstrate our commitment to partnerships through out the process and we offer a welcoming and friendly environment to all our potential employees as they meet with us. It is important to us that you have a great experience, no matter what the outcome.



Our work ethic means it is vital that all our people are clear on what Musgrave stands for and what we expect them to deliver. To help our people build success we make sure our values, guiding principles, brands and ways of working are understood.



We want to develop our people to be the best they can be at what they do. To support this a comprehensive development plan is put together and new opportunities are actively communicated across the business. From on the job learning, project work to formal learning programmes, development opportunities at Musgrave are varied and plentiful!



As our people are the key to our success, we reward them to show that we recognise the contribution each one makes to building the business. Along with competitive pay, share options and pension schemes we strive to build a great environment and an open friendly workplace for all employees.

What does it mean for me if I join Musgrave?

It means that we are committed to you. We want our people to grow with us and to be successful, and it's through the People Experience that we build a long-term partnership with our employees. In order to make this relationship successful, we are working with each of our people, to understand their aspirations and enable them to achieve them.

We also understand that it is more than just work! Beyond development opportunities and a great place to work, the Musgrave People Experience highlights that the small things matter; such as a quality conversation with a colleague, being prepared for a meeting, lending a colleague a helping hand, volunteering in our local communities, and delivering the brands for our retail partners and customers.

Want to be part of the People Experience?

To ensure our people experience is constantly evolving, we seek continuous feedback and input from our people through engagement workshops, employee surveys and consultations. This is successful because our employees are the ambassadors for our people brand and our business. If you would like to be part of the Musgrave People Experience – go to the **Apply Now** section of the website for current opportunities or to register your interest with us.