

THE
BOOK
OF YOU



**WE CHOSE YOU FOR THE THINGS YOU CAN DO.
BUT WHAT MATTERS MORE IS THE YOU-NESS OF YOU.**

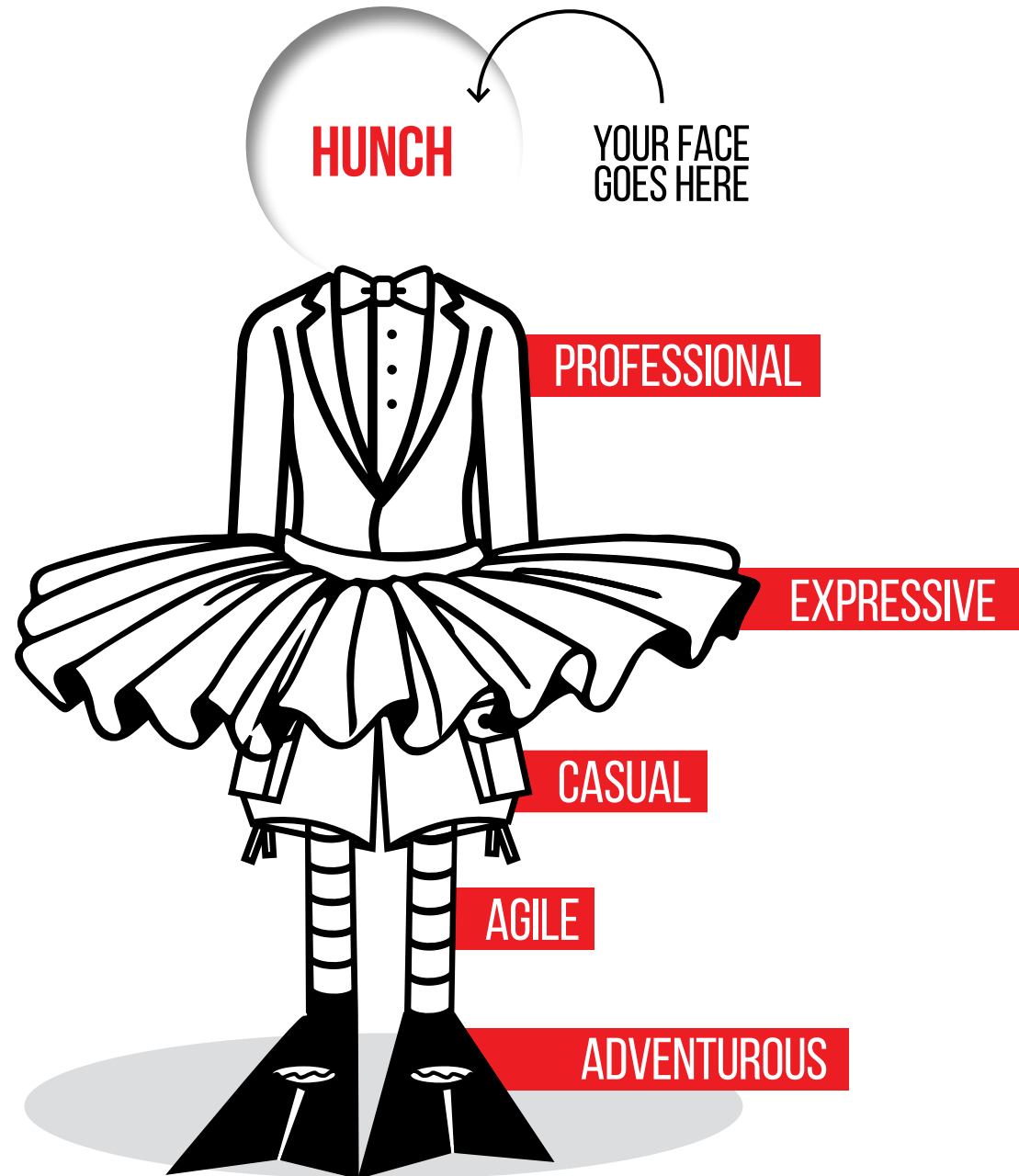
— HUNCH

BEING YOU AND NO ONE ELSE

Everybody's different. And that makes us awesome. So don't be afraid to bring your whole you to work, whatever shape, size, colour or identity that's wrapped in.

We're big into people who know who they are and who they're from. And we're all for celebrating those differences. So if you like to share, we'd love to learn more.

It's a safe place to be different. And a great place to be you. So leave your inner warrior at the door, put your heart on your sleeve, come in and enjoy being you.



KEEPING YOURSELF SAFE

It's important to look after the you-ness of you. Sometimes it's in your head. But that doesn't make it any less real. So here are some ways we can understand and support you.

WE ALL HAVE SH*T DAYS

MENTAL HEALTH DAYS

Some days just aren't your days. But every day is darkest before dawn. So if you need to take off and curl into a cocoon, just do it. Let someone know you're out of here and just look after you. You'll still get paid and you won't use any leave. So tuck up and focus on you.

CELEBRATING YOU

The magic of any team is the difference within it. So we're all up for finding out more about what makes you, you. Share in a FIMO. Wear something meaningful. Or celebrate your special day however you like to do it. But make sure you share so others can share too.

OPEN TO TALK

Sometimes things happen that aren't right. Big stuff and little stuff, it shouldn't happen, but it can. You don't need to live through this on your own. So talk to your manager, a leader or someone you trust and we promise to listen, support and do our best to help.

KEEPING EACH OTHER SAFE

Safety first. It's better to clip on a safety belt than call an ambulance. So here's how you can look after yourself, the team and any visitors in the office.

IF YOU'RE NOT
ALREADY

THINGS YOU CAN DO:

- ➔ Always be aware that safety is really important.
- ➔ Report any accidents or near-accidents to the safety officer
- ➔ Always say something if you're feeling under the weather or in pain.
- ➔ Keep an eye out for any bullying or sexual harassment. If you're feeling uncomfortable about anything, talk to someone you trust.
- ➔ If you get hurt, make a plan to get better and only come back when you're ready.
- ➔ If you notice any hazards, fill out a Hazard form and we'll get it sorted.

WE'VE
GOT YOU

THINGS WE'LL DO:

- ➔ Everything we can to make sure you stay safe.
- ➔ Make sure you know who to talk to for health and safety stuff.
- ➔ Make the office a safe place where bullying and harassment are treated seriously.
- ➔ Get rid of anything that could cause problems around the office.
- ➔ Treat conversations as confidential, unless you ask us otherwise.
- ➔ Stay on top of things, so you can get on with being brilliant. Safely.