



SOCIAL IMPACT

People

Nicky Riding
Group People Director

OUR ASPIRATION

To become a **trusted
employer** with leading levels
of employee engagement

OUR CULTURE JOURNEY SO FAR



2014

The beginning



2015

The launch



2016

Reinforcing our Culture



2017

Embedding our Culture



2018

Communicating our People Promise (EVP)

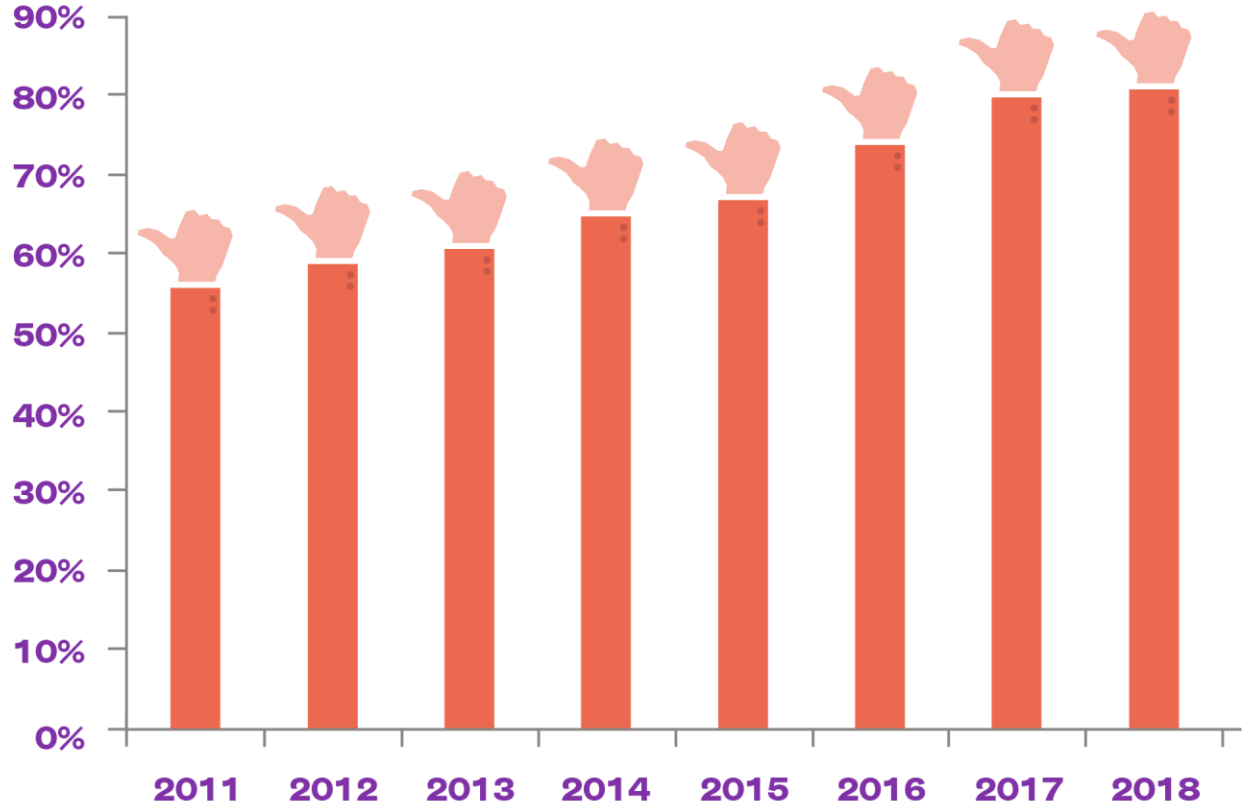


2019

Embedding our People Promise

ENGAGEMENT SCORES

2019 **BEST PLACES TO WORK**
EMPLOYEES' CHOICE



GOAL 1:

**To have a competitive
and fair approach to pay**

HAVING A COMPETITIVE AND FAIR APPROACH TO PAY



Pay



**Living Wage
Foundation**



**Staff Pension
and
Insurance**



**Financial
Education**

GOAL 2:

**To become an inclusive
and diverse organisation
that's representative of
the UK and Ireland
population**

INCLUSION AND DIVERSITY



**% of women
in senior roles**



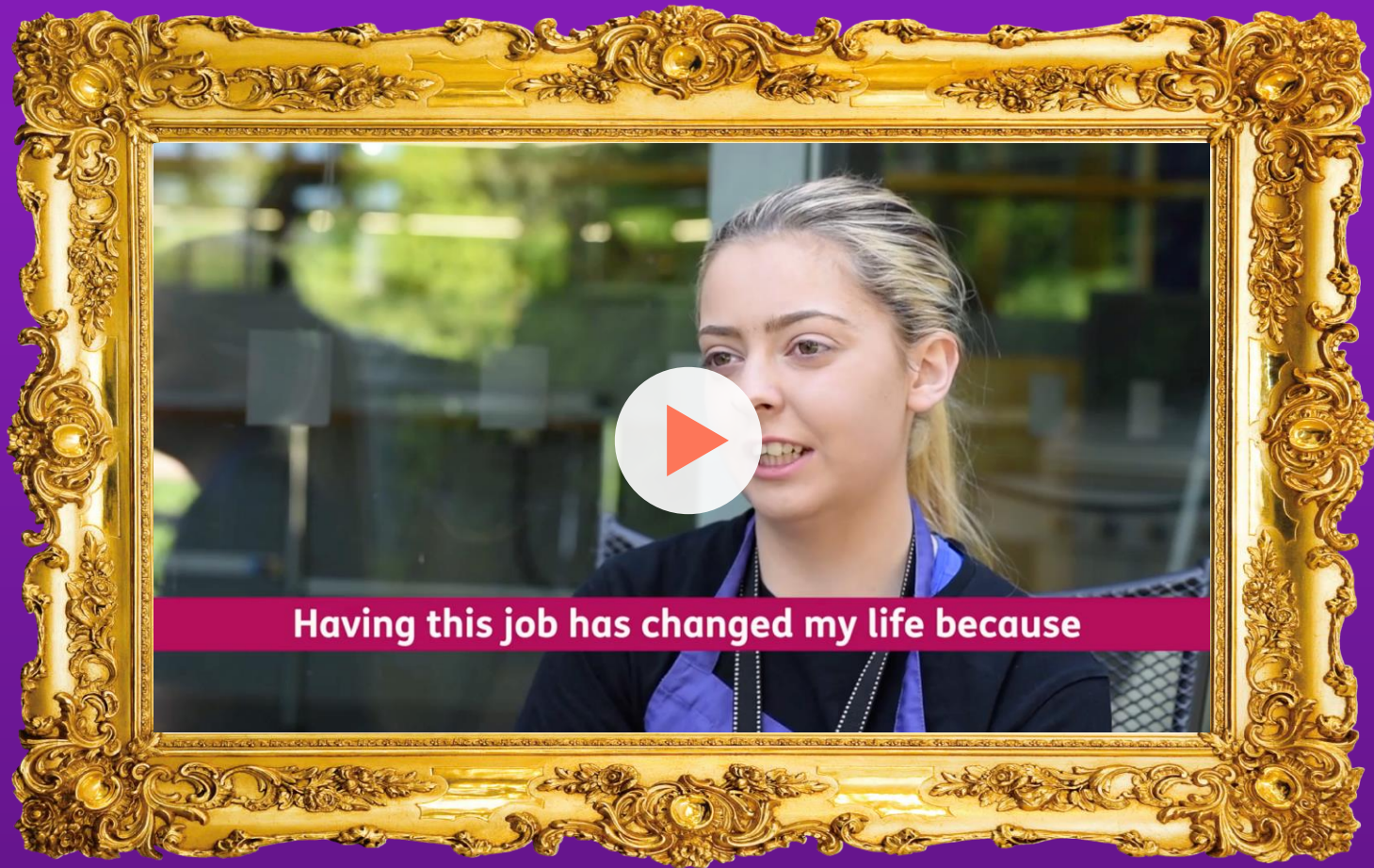
**Disability
Confident**



Networks

An ornate, gold-colored picture frame with intricate carvings and a central rectangular opening. The frame is set against a solid purple background.

MEET EMMA



Having this job has changed my life because

GOAL 3:

**To be known as a great place
to build a career and where
our people feel supported**

CAREER, LEADERSHIP AND WELLBEING



WELLBEING AT ROYAL LONDON



2019 **BEST PLACES TO WORK**
EMPLOYEES' CHOICE

