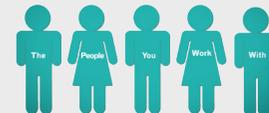


We ask so much of our people every day – in terms of their commitment, delivery, and their sheer hard work – and so we want to share what they can expect in return for everything they give every day – not just the tangible pay and benefits but also the personal, social and development opportunities they have. We call this ‘give and get’ the Global Employee Deal.



The Global Employee Deal is composed of five main areas:



Where you work

We will be a successful company and a great place to work.

We will:

- Create a workplace that encourages great innovative work, without unnecessary red-tape.
- Focus on growing the Company.
- Contribute to our community and help advance society.

You will:

- Do great work.
- Protect our data and the 'brand' with integrity.
- Create an environment free of discrimination or harassment.

How you get rewarded

We will offer our employees competitive pay and benefits.

We will:

- Offer rewards which attract and keep great employees, and link our success with your success.
- Make sure that rewards recognize great performance.

You will:

- Focus on meeting or exceeding your goals or your team's goals.
- Always try to improve the quality of your work.

The job you do

We will make the work challenging and interesting.

We will:

- Encourage innovative ideas that help the Company and our clients.

You will:

- Connect with your clients so that you bring the best results for all.
- Actively make your voice heard.

The people you work with

We will respect our people and treat them fairly.

We will:

- Make sure we give you ways to develop yourself.
- Make sure you work with smart people that challenge you to be your best.

You will:

- Always look to develop yourself.
- If you are a manager, help your people with achieving more.

The opportunity

We will provide a place to work that lets you explore your potential.

We will:

- Make sure there are global and diverse experiences for you.
- Make sure you have a conversation about your career development with your manager every year.

You will:

- Take responsibility to work smarter.
- Take responsibility to understand and take action on your career and development needs.