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2023

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Back to basics

Being ranked a Best Workplace™ is a huge cause for celebration for any organisation.

But being a Best Workplace does not stop once the awards have been handed out. Organisations that are ranked study their feedback. They formulate

plans to address any areas that need improvement. They roll out changes. And they ask employees what they think.

Best Workplaces are engaged in a constant process of asking, listening, learning and acting. Take a look at Coventry Building Society, for example – it was one of the organisations that was ranked a Best Workplace for the first time last year, and has repeated the achievement this year. The organisation has followed up on its action plans, while continuing to listen to employees and work together to create a positive experience.

When employees are asked for their opinions of the organisational culture and their work, they often want to see change. If nothing happens, they feel their views don't matter. They might feel less productive and will definitely feel less engaged. Asking for feedback then doing nothing with it is worse than not asking for feedback at all.

Along with recognising the value of your employees, listening to them and acting on what they say is a basic tenet of being a Best Workplace. It's also crucial to remember that you have to embrace all employees for this to be effective. Being 'for all' through diversity, equity and inclusion (DEI) policies and strategies is fundamental to Best Workplaces.

This all needs to come from the top, too. Look at what David Meads, Chief Executive UK & Ireland at Cisco, this year's Best Workplace (Super Large), writes (p28). Cisco leaders set the tone for the organisation, from its DEI strategy to its flexible working policies. But more than that, they take accountability, and are authentic and consistent in the decisions they make.

Enjoy reading about the inspiring work that our Best Workplaces do.

Benedict Gautrey
Managing Director,
Great Place To Work® UK

"BEST
WORKPLACES™
ARE ENGAGED IN
A CONSTANT
PROCESS OF
ASKING, LISTENING,
LEARNING AND
ACTING"

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Solid start

More than 150 organisations are new entrants to the Best Workplaces™ ranking. We talk to some of them about their success and what it means for them

National Gas Metering

Rising energy prices are a key cause of the cost-of-living crisis. With responsibility for maintaining and managing about seven million domestic, industrial and commercial combined gas assets across the UK, National Gas Metering has been working with its employees and the communities it serves to help.

"We have a group of employees whose purpose is to raise money and support a number of charities across the West Midlands," says Maxine Long, Director. "For our employees, we have a range of financial resources and financial support, our employee assistance helpline, counselling and flexible working hours to allow for school runs and care appointments, along with annual pay rises and other flexible benefits."

The fact that the organisation's leadership team listens to and cares about its employees is one of the reasons for its success in the ranking, Maxine believes. "We have a culture of inclusion and autonomy within our business and the option of flexible working at either

the home or office. There are also regular opportunities to get involved with charity work and give back to our community."

This people-centred approach enables the business to deliver for its customers.

Citipost Mail

"One of our main strengths is that we have managed to retain our small business, family-style values, even though we have grown considerably in size over the past 10 years," says Hannah Simmons, Head of Human Resources. "These values have shaped our culture, and we are known in our industry as a bunch of professional and skilled people, who are super-helpful and fun to talk to."

She believes these 'family business' values are behind the company's success. "Our culture goes beyond a 'great place to work', as people genuinely care about their colleagues, and this is something that exists at executive board level as well as across the more junior but vital roles."

It is the softer initiatives the company has implemented that really keep

BENEFITS OF PARTICIPATING IN BEST WORKPLACES™

- 1 Better understanding of how employees feel about the organisation to drive change
- 2 Benchmark with other organisations and industries
- 3 Stay visible to top talent in the UK and around the world
- 4 Achieve additional recognition and pride among the workforce
- 5 Improve employer branding and become an employer of choice

employees engaged, such as having birthdays off, flexible working, engagement days, length of service awards and, most importantly, the ability to engage in open communication with any colleague at any level at any time. "This communication channel is vital to our culture," Hannah adds.

DHL Parcel UK

The distribution sector has spent the past few years transforming the way it works as it adapted to global events. Despite the challenges, DHL Parcel UK has kept its workforce engaged and motivated with clear and consistent communication.

"Fast forward to 2023 and not only have we continued to keep our people informed through roadshows, town halls and videos, we've now introduced our Smart Connect app, which is available to download by anyone working at DHL," says CEO Peter Fuller.

"Smart Connect enables all our people, many of whom previously had no direct access to information, the chance to have news, updates and useful information at their fingertips." And the reasons behind the company's success in the Best Workplaces™ ranking? "Our people, absolutely our people," Peter adds.

Expedia Group

Purpose is one of the key things that jobhunters look for, and it is crucial for engagement. "As an employer, we believe we offer something unique – the opportunity to create amazing experiences for millions of travellers and to build products and tech that power the industry," says Michael Davis Velasco, Chief People, Inclusion and Diversity Officer. "We know our employees join Expedia Group because they find our mission meaningful. We're not just selling a product at Expedia Group but delivering life-changing experiences that strengthen connections, broaden horizons and bridge divides.

And it's because of its people that the company has been successful in the Best Workplace™ ranking. "We have an open, inclusive and supportive culture, thanks to our amazing employees around the world. We're a passionate group of people who believe travel is a force for good and are focused on making it more accessible and enjoyable for all. That passion fuels us and shows up in the way we support our colleagues, travellers and partners every day," Michael adds.

Gambling Commission

"Our Great Place To Work® agenda is a strategic priority for our organisation. It is truly a shared aim that all colleagues contribute to," says Rebecca Windsor, Head of Organisational Development at the non-departmental public body of the UK government.

The public sector is facing a lot of challenges in the UK. For the Gambling Commission, the most significant factor in building a culture of trust and belonging is leadership. "Everyone here has a part to play in the Commission's story, and we believe in putting people first – both our internal colleagues and the people we are here to serve," Rebecca adds.

Being ranked a Best Workplace™ has provided the organisation with insight and evidence about how it is perceived internally and externally.

KEY LEARNINGS FROM TAKING PART IN BEST WORKPLACES™

- ✓ "Creating the opportunity for everyone across our diverse team best enables the business to identify what is working well and what needs improving."
- ✓ "It's critical to ask for employee feedback on our programmes and culture. We rely on our employees to tell us what's working, what's not, and how we can make their experience better."
- ✓ "The Trust Index Survey results are really useful to drive improvements in the workplace."
- ✓ "The Great Place To Work® Certification gives us a competitive edge when recruiting and also when tendering for work contracts."

"Making the ranking in our first year of entering and attaining a high response rate when this is a new project for the business was a surprise, especially as 60% don't have access to a work email or device"

*Peter Fuller,
CEO, DHL Parcel UK*

"We believed that our culture and colleague experience made us a 'great place to work', but we weren't sure how we might compare through assessment to external organisations"

*Rebecca Windsor,
Head of Organisational
Development, Gambling
Commission*

"It's amazing to see the progress we've made as a company, and the inclusive culture that's been cultivated even through the pandemic. As we take a step back, it's pretty miraculous to see how much we've achieved when our industry was at a standstill"

*Michael Davis Velasco, Chief
People, Inclusion and Diversity
Officer, Expedia Group*

One year on

Last year, a record number of organisations were new entrants to the Best Workplaces™ ranking. We speak to four companies that have been ranked for the second year running about what they have learned



Being ranked a Best Workplace™ is no mean feat. Obtaining a ranking two years in a row – like Coventry Building Society, online wine retailer Laithwaites, retirement home developer McCarthy Stone and manufacturer Moose Toys, among others – is a big achievement. But the process is about more than completing a survey. It means taking action on the results, constantly asking and listening to employees and acting on what is learned. Getting insights from the workforce with the specific intention of doing something about them forms part of an ongoing process.

“Our focus has been to build an even better workplace for our colleagues – one where they feel supported, inspired and able to fulfill their potential,” says Kirsty Bowen, Head of Colleague Experience at Coventry Building Society. “We can only do this with the help of their feedback, so, while we’ve followed through on our action plans, we’ve also continued to listen and work together to create a positive colleague experience.”

Practically, this means looking in detail at engagement scores, sharing them with colleagues and working across the business to put impactful action plans in place. For example, Coventry Building Society increased communication and engagement around its wellbeing and benefits package, revamped its recognition programme and asked employees to share their views on topics like hybrid working and empowerment.

“It was fantastic to see that with colleagues’ help, engagement improved and the number of positive comments related to these topics shot up,” Kirsty adds. “We work hard on putting the right action plans in place to deliver a positive colleague experience. They’re based on survey results, feedback received and the brilliant conversations we have with our teams to understand their thoughts in more detail.”

The company has found that as well as working on areas for improvement, it has been important to build on its strengths. “We see wellbeing as a real success story at the Society. And we’ve worked even harder throughout the past year to raise awareness of all the brilliant things available to colleagues, bring in new support based on their feedback and step up in areas like financial wellbeing when people needed it the most,” Kirsty adds.

A focal point in decisions

Truly listening to employees and then taking action has been the biggest success for McCarthy Stone. “The

business introduced a new set of values in November 2022, where we listened to feedback from our colleagues’ responses to the survey to help us shape the culture within the organisation,” says Paul Teverson, Director of Communications. “Having a high response rate gave us the confidence that we had a good representation within the business, and the results formed a key part of the framework in our values work.”

Running the survey for a second time has allowed the company to take on board some of the outcomes from the first survey. This includes scheduling the survey to take place in November rather than September, in order to incorporate responses and feedback into McCarthy Stone’s objective-setting for the new financial year.

“Great Place To Work® has become embedded into our ways of working and is a focal point in the decisions we take,” Paul adds.

The company communicated the results of the survey through key stakeholders to different teams throughout the organisation. Then it set up clear, realistic and targeted action plans, with two or three key focus points in each area of the business. This gave a clear framework to work from and

became a monthly agenda item with individual accountability.

“We plan to continue to communicate with our people at regular intervals throughout the year. Whether it’s celebrating a new recognition award or highlighting the work each business area has done to move things forward since the last survey, we are mindful that people want to see action from their feedback,” Paul says.

Small actions, bigger wins

Laithwaites built on what it learnt in 2022 by elevating its approach to inclusivity and diversity. “We introduced an employee resource group called embRACE, inviting colleagues of ethnic minority backgrounds to come together, discuss their experiences and propose changes and initiatives,” says UK CEO Philippa Strub.

“Just as important, we were able to communicate results and follow up within each functional team and create action plans specifically targeted at different sections of the business. Sometimes, these smaller actions resulted in bigger wins.”

The company followed up the findings received from its employee survey with a thorough analysis and



“THE BIGGEST PART OF OUR SUCCESS HAS BEEN TRULY LISTENING TO OUR COLLEAGUES AND TAKING ACTION”

review of the results, followed by agreement of key actions. “Ownership is with the senior leadership to ensure agreed actions are implemented,” Philippa says. Being ranked a Best Workplace™ has created a real sense of achievement and pride. “I am sure it has also helped us in a competitive recruitment environment, as people want to work for a Best Workplace™ organisation,” she adds. “Our focus next year will be to ensure that our people initiatives are equitable for all.”

Toys. “By working collaboratively with our teams to make Moose an even better place to work and maintain our fantastic culture, we remain focused and aligned with our company values.”

The Great Place To Work® surveys provide a method and opportunity for employees at the toy design, development and distribution company to share their voice, invaluable in helping the company create and sustain its ‘one company: one great culture’ ethos globally.

“We listen to what our people say, with survey feedback being assessed and prioritised by our leadership and management team,” Neil adds. “We encourage engagement, providing clarity of vision on our key focus for the organisation in the coming year. This approach helps us concentrate on new priorities while continuing to embed our previous successful actions, reviewing and communicating our progress along the way.”

“Having clarity of vision, strong communication and collaboration and a clear set of values creates an environment for success within Moose, something that we are very proud of.”

TOP TIPS

- ✓ Keep up momentum throughout the year for completing the survey
- ✓ Be open and transparent about what the results tell you
- ✓ Reflect on the feedback you’ve gained and put in place the right plans to improve
- ✓ Make sure to communicate progress at regular intervals
- ✓ Encourage collaboration among different members of the workforce



Concentrating on new priorities

“Being ranked as a Best Workplace™ for the second year running proves that consistency in our approach and progress, with focus on continual improvement, is imperative,” says Neil Shinner, CEO UK & EU of Moose

Love work

What's it like to work at a Best Workplace™? Our comments from employees reveal all

Getting authentic, anonymous employee feedback is an essential ingredient of the Best Workplaces Programme. In our survey, employees share what it's really like to work at their employer, including what they love most about the company. Here, we reveal the 10 top people practices that UK workers have told us makes theirs a genuinely 'great place to work'.

Culture

Having a positive, clear organisational structure that is reinforced is really important to employees at Best Workplaces™, including values that are shorthand for 'the way we do things around here'. A strong sense of purpose is also increasingly important to employees, as can be seen in these comments taken from their anonymous survey responses:

"People do amazing work here in supporting vulnerable adults... [There's a] huge sense of purpose in making a difference to people's lives."

"As a company, we live our Learn, Care, Share values consistently in all our activities. This has created an open and collaborative culture, based on transparency, autonomy and purpose."

"It's the people - the common belief in the purpose we have and the problems we solve aligns perfectly with passion, experience and a collective warm, fuzzy feeling."

"The people here live our values. Inclusion is particularly important. People are able to be themselves when working here and are given every opportunity to develop and grow."

"We have strong core values that flow through the workplace, with a like-minded approach to live, learn and dream - in new ideas for the company and the health, wellbeing and mental health of our work family. I can truly be myself here, without judgement. Everyone needs a workplace like ours."

Communication

Many organisations have regular forms of communication from the leadership team and opportunities to provide feedback and share ideas. Best Workplaces™ recognise that communication goes two ways and that a big part of a healthy culture is around empowering employees to share their perspectives.

"This is the only company I have ever worked [at] where I feel like I am working in a genuinely open and honest environment, where I am heard and can have an impact"

"The focus on people here promotes innovation and motivation, which is refreshing, and I believe in the company's mission and its ability to deliver on it."

"Ours is an open and strongly collaborative working environment, where you are capable of challenging your own ideas and learning from the approaches of others within their areas of expertise and specialisms."

Leadership

Strong leadership drives our top-performing Best Workplaces™. Qualities of good leaders include a willingness to be open, inclusive and empathetic. They uphold the values of the organisation, demonstrate credibility and fairness, inspire trust and are accountable. Visibility of the top tier of management was a common theme across our 2023 Best Workplaces™.

"I have a huge amount of trust in senior management. They make excellent judgements, listen when help is needed, are approachable and willing to make changes that are going to have a positive impact"

"The leadership are fair and meritocratic - the scale of the agency also enables individuals of all types to stand out, based on their contribution - and contributions are recognised."

Flexibility

Best Workplaces™ championed flexible working way before the Coronavirus pandemic - understanding the importance of giving employees the ability to work remotely and at times that fitted with other commitments.



Many organisations have email curfews, during which time people cannot send non-urgent messages – between 7pm and 7am, for example. And others empower employees to create clear boundaries between work and personal time during remote working.

"I am completely trusted to get on with my work without being micromanaged, and my managers allow me to be flexible with my time at work so that I can fit my home life around my work life. This is hugely important to me. I am encouraged to work on things outside my normal job role that I love to do, to enhance my development."

"We are a remote-first organisation, but I don't feel isolated or forgotten about – we are actively encouraged to create hubs to enable meet-ups with other colleagues in our local areas."

Diversity, equity and inclusion

Equity in the workplace is not just about fair pay; it's about enabling all employees to reach their full potential. More organisations are offering diverse, inclusive working methods. For example, one organisation leverages technology by increasing the load of Central Processing Units (CPUs), which improves performance and collaboration among remote workers. Another gives employees an 'Office in a Box' – a collection of tools and equipment

"We embrace change and inclusion – everyone is given free rein to promote healthy debate with clients and candidates, and we actively take it away from recruitment matters, which shows that it's not just about making money"

that allows employees to work at home, in the office, in the field or a blend of all three.

"We've all undertaken diversity and inclusion training, which was informative and insightful."

Career development

A clear progression pipeline is crucial for employees in Best Workplaces™.

Whether that takes the form of career advice sessions, placements within other departments or self-nominated promotions, there is a vast range of career development opportunities that Best Workplaces™ offer.

"There is a lot of opportunity to move into new roles, not just promote in line, so people can change careers here and

"They invest everything in personal development. No two people are managed in the same way"

feel confident and supported in making that transition. That is what makes me think I will stay for a long time."

Wellbeing and benefits

The links between business success and employee wellbeing do not go unnoticed by Best Workplaces™. Whether it's offering benefits that support physical or mental health and wellbeing, introducing wellbeing champions across the company, or promoting an employee assistance provider, there are lots of different ways in which Best Workplaces™ focus on their employees' wellbeing.

"I was particularly impressed by the benefits relating to reproductive treatment. I'd not come across that before, and it's such a personal and emotive topic that I was very impressed to see it addressed in the benefits package."

"There is tangible investment in wellbeing, with yoga, meditation, advice

TOP 10 CHARACTERISTICS OF BEST WORKPLACES

1. Company culture
2. Benefits
3. Senior management
4. Wellbeing
5. Diversity, inclusion and belonging
6. Communication and involvement
7. Career and development
8. Social wellbeing
9. People focus
10. Flexibility

and listening services, formal wellbeing days and a financial wellbeing allowance. This shows that we are valued as human beings."

"The senior team continually looks at ways of working, work-life balance and wellbeing to ensure that we have all the support we need."


"The benefits we receive related to work-life balance, such as extra holiday or pay for overtime, are pretty unique in our industry"

These comments show that being a Best Workplace™ is not just about communicating strategies, policies and leadership messages. Success means that the on-the-ground experience of employees reflects a strong culture, a sense of pride, purpose and a focus on wellbeing.

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Problem solved



Great Place To Work's Director of Change, **Dr Petrina Carmody**, helps organisations to address their culture challenges

Getting value from surveys

Q I'm an HR director in a large hospitality organisation. Every year, we feel that we have to carry out an annual survey with our employees, but I'm not convinced that they're necessary – the response rate is low, and we're never quite sure what to do with the findings. I'm beginning to feel they're a waste of time, as nothing much seems to change anyway. Should we give up on them? What makes surveys deliver real value for your clients?

In my experience, surveys can form a critical part of shaping and driving people strategy, when done correctly. My advice is simple: stop, or at least pause, what you are doing, as it sounds as if it is not working for you. So, where do you go from here?

Purpose and intent

First, why is a survey really being done? And is this belief owned by the senior team? One of the key differentiators in getting value from a survey – or not – is clarity of purpose and intent. Organisations that really move their cultures forward to deliver on their strategy believe:

- Everyone has something to say that is worth hearing
- We want to hear it
- We will act on it (if we can and it's appropriate) and demonstrate that we have.



"AS SO OFTEN IN LIFE, IT IS SUSTAINED COMMITMENT AND GRIT THAT CREATE SUCCESS"

You signpost response rates. They matter, of course, as a higher response rate (and a better spread of responses) make results more likely to be robust and give a stronger mandate for action. Response rates may decline for several reasons, be they practical – such as volume of work, survey communication, too many surveys – or deeper factors – such as confidentiality concerns or how results are acted on. Response rates can also be a barometer of how a survey is received – whether people think it's safe and worthwhile commenting, and if action will be taken.

Practical set-up

The foundations need to be right:

- Make sure the survey tool is firmly part of the people strategy
- Ask the right things in the right way (that resonates with your people)
- Is the process confidential and perceived as such?
- Is it easy to administer, complete and use results from?
- How do you action-plan?
- Who owns the survey insight – HR or management? This could be critical
- How do you communicate the survey?
- Do you allow enough time between surveys to act and for action to be felt?

Using insights

You mention the sense of not much changing after the survey. It's easy to identify the potential results of that:

- People feel their views don't matter, reducing motivation
- Necessary improvements aren't made, so the organisation falls further behind in people experience and productivity

- Surveys give leaders the gold-dust chance to hear what their people really think, and acting on this can increase trust, whereas failing to do so is likely to decrease trust. Trust and engagement intertwine, and engagement fuels performance
- The next time people are asked to complete a survey, they are less likely to bother. The line of communication and trust collapses. It is, of course, harder to get things right. So consider the following principles in your surveys:

-  Acknowledge the feedback
-  Be ready to act, and do a few things well (avoid spreading yourself too thinly)
-  Where you can't act, share the reasons why
-  Ensure ownership (buy-in and accountability matter)
-  Do regular check-ins
-  Stick with it – changes take time to plan, do and see
-  Measure again
-  Communicate and engage employees, so that actions address the issues.

The biggest key to change is persistence. It is critical that the survey represents 'business as usual' for the organisation. The highest-performing organisations (like our list makers) act to improve their people experience day in, day out. A survey provides a key check on success; it's a means, not an end in itself.

As so often in life, it is sustained commitment and grit that create success. With a renewed approach to surveys, I'm sure you can succeed.

How can we tackle culture change?

Q Our survey raises some practical challenges – for example, physical working conditions – but also some deeper issues about culture and how our organisation is led. It's easy to get senior buy-in for practical challenges, but leadership and culture issues often feel too big to tackle. How do I get the senior team on board, as these issues largely sit with them?

Thank you for sharing these important challenges. We know from our 40 years of research just how critical they are to the employee experience and productivity/profitability.

Understandably, questions about 'how' we work – for example, management approachability – can feel harder to tackle than questions about 'what' we do, such as benefits.

Three key points strike me that may be helpful in getting traction:

1 Why does this matter? Culture – put simply, 'the way things are done around here' – influences the attitudes and behaviours of employees. A strong culture can foster trust and productivity. A toxic culture is not only hard to work in but also comes with risks, such as reduced innovation and cooperation. Peter Drucker is famously associated with the quote, 'culture eats strategy for breakfast'. Culture is the filter through which strategy passes and on which it will flourish or flounder.



2 Am I in control? How an organisation is led from the top has a key role in shaping culture. This realisation makes many leaders stop and reflect. Our work often involves helping leaders to interact more mindfully to drive both experiences at work and organisational culture in the desired direction.

3 Can I really move the needle on this? A recent example I'm particularly proud of is an IT company of about 2,000 employees that had surveyed with us. It found there were notable gaps between the views from its most senior employees and those working for them, and determined to address this. If those at the 'top' determine the strategy, are they setting their organisations up for failure if they have a different view from the majority, who have to deliver on it? Over 18 months, we facilitated one-to-one and team coaching with the top leadership team. Between the first and subsequent survey, scores on key leadership questions increased by an average of 25%.

In the best-performing organisations, leaders know that culture determines the success of their strategy. They also know they have a key influence on culture. I hope this helps you and your leadership team on your own journey.

If you would find it valuable to share your organisational challenges, please do reach out to me, Dr Petrina Carmody, Director of Change, at petrina.carmody@greatplacetowork.com



'Our ethos is based on self-management and mutual trust'

Supply chain and logistics company Hatmill is ranked the No. 1 Best Workplace™ in the Small size category. Founder **Simon Dixon** explains why

I've been determined to create a culture that avoids the usual corporate traps and focuses on what's important – for both our clients and our team. Particular ways of working have been fundamental to our growth. The result has been a culture that is focused on collaboration, shared values, peer feedback to improve client value and the delivery of successful projects.

Our operating model is non-hierarchical, and the team has significant influence over its work, which boosts retention, morale and wellbeing. We deliberately don't use job titles, as they serve no purpose in consulting organisations.

Clear values guide the team in decisions and behaviours, against which team members can check themselves and each other. They share in our financial success, which motivates them to meet business objectives. Our values

shape the way we work with clients and are at the heart of everything we do.

Even before the pandemic, we largely worked virtually. I've never been a fan of consultancies having offices – I'd rather the team were spending time at home with their families when not away on client jobs. That is time far better spent than managing internal perceptions and politics in an office.

How does your culture encourage innovation?

Our ethos is based on self-management and mutual trust. Our people describe this unique approach as innovative, refreshing and sincere. It enables us to value long-term relationships with our clients, deliver success for them and allows our people to thrive.

We've attracted experts, who are drawn by the culture, and we operate a policy of only recruiting people from industry. Teams are self-managing,

because the people closest to the challenge are best placed and motivated to decide how something should be organised. This allows the consulting team the freedom to address problems themselves and come up with innovative solutions, rather than passing challenges up the chain of command.

"Clear values guide the team in decisions and behaviours, against which team members can check themselves and each other"

How are your benefits unique?

Since founding Hatmill 13 years ago, the growth and success of the company have been beyond my wildest dreams, and in 2021, I transferred 100% of shares to an employee-owned trust for the benefit of employees.

It was such a proud moment – transferring ownership into my amazing team's hands has ensured that Hatmill's culture and values live on, which was one of the most important considerations for any next chapter for the company. Creating a 'great place to work' is fundamental to my business principles, and being employee-owned has helped drive an increase in turnover and calibre of clients, as demonstrated by our latest results.

This is a key differentiator between Hatmill and our competitors, and our clients value the difference it makes to them. It hugely influences our ability to both attract and retain the very best talent in the industry. Our people are entirely responsible for our success – it is only fair that they benefit from Hatmill's success.

Best Workplaces™ 2023

Small: 20-50 employees








New	1 Hatmill hatmill.co.uk		New	15 OpenRent openrent.co.uk	
New	2 ResourceIT resourceit.net		New	16 AOK Events aokevents.com	
New	3 monday.com monday.com		New	17 Covernet www.cover.net	
New	4 BlakYaks blakyaks.com		New	18 Law 365 law365.co	
New	5 edison365 edison365.com		New	19 Blacklist Creative blacklistcreative.com	
New	6 Propellernet propellernet.co.uk		New	20 Ackerman Pierce www.ackermanpierce.com	
New	7 Forward Role www.forwardrole.com		New	21 Morgan King Group morganking.co.uk	
New	8 ID Comms idcomms.com		New	22 Happy happy.co.uk	
New	9 Kingston Barnes kingstonbarnes.com		New	23 LACE Partners lacepartners.co.uk	
New	10 Aspire Scientific aspire-scientific.com		New	24 Signify Technology signifytechnology.com	
New	11 Thryve Talent thryvetalent.com		New	25 The Marketing Pod marketingpod.com	
New	12 Camino Partners caminopartners.co.uk		New	26 15 Marketing 15marketing.co.uk	
New	13 UP3 Services Ltd up3.co.uk		New	27 Deltra Group deltragroup.com	
New	14 Word Monster wordmonster.agency		New	28 Alation Inc alation.com	





29	Domo Group wearedomo.com	
New 30	Lilli intelligentlilli.com	
31	Essentia Analytics essentia-analytics.com	
New 32	Hexarad Group Ltd hexarad.com	
33	Keon Homes keonhomes.co.uk	
New 34	BBJ&K bbjandk.com	
New 35	Hyve Managed Hosting hyve.com	
New 36	MS-UK ms-uk.org	
New 37	Distinctly distinctly.co	
New 38	Healthier Business Group hbcompliance.co.uk	
New 39	Aconveyancing www.aconveyancing.com	
New 40	Ntegra ntegra.com	
New 41	Avignon Capital avignoncapital.com	
New 42	Cartwright Communications cartwrightcommunications.com	
New 43	Salterbaxter salterbaxter.com	
New 44	develop developrec.net	

New 45	Genie Goals geniegoals.co.uk	
New 46	JGA Recruitment Group jgarecruitment.com	
New 47	STIEBEL ELTRON UK Ltd stiebel-eltron.co.uk	
New 48	Cowry Consulting www.cowryconsulting.com	
New 49	Kepler Interactive kepler-interactive.com	
50	Cloudsoft Corporation cloudsoft.io	
New 51	Green Motion International greenmotion.com	
New 52	Macrium Software macrium.com	
New 53	Lupin Healthcare UK Ltd lupinhealthcare.co.uk	
New 54	ZIM Integrated Shipping Services Ltd zim.com	
55	Something Big somethingbig.co.uk	
56	Monkey Puzzle Day Nurseries monkeypuzzledaynurseries.com	
57	Serve and Protect Credit Union serveandprotectcu.co.uk	
New 58	Interlink interlinklg.com	
59	Enovation Controls Ltd enovationcontrols.com	
New 60	Volvo Penta UK volvopenta.com/en-gb	

New 61	Eulogy eulogy.co.uk	
New 62	Advancing Analytics advancinganalytics.co.uk	
New 63	Mantle mantlespace.co.uk	
64	383 Project 383project.com	
65	Katté & Co katteand.co	
New 66	Evo Agency evo.agency	
67	Peru Consulting peruconsulting.co.uk	
New 68	Citipost Mail citipostmail.co.uk	
New 69	Climate X climate-x.com	
70	firstlight group firstlightgroup.io	
New 71	Richard Nelson LLP richardnelsonllp.co.uk	
New 72	Glassmoon Services glassmoonservices.co.uk	
73	Zoocha zoocha.com	
New 74	Unipro Limited unipro.io	
75	esynergy esynergy.co.uk	
76	Active International activeinternational.co.uk	

New 77	Sago sago.com	
New 78	The Recruitment Crowd (TRC Group) therecruitmentcrowd.com	
79	Language is Everything Ltd languageiseverything.com	
New 80	Generis generiscorp.com	
New 81	PhoreMost phoremmost.com	
New 82	Walr walr.com	
83	Achievers achievers.com	
84	Centor Insurance and Risk Management centor.co.uk	
New 85	EnableX Ltd enablex.co.uk	
86	Sullivan & Stanley sullivanstanley.com	
New 87	BestOutcome bestoutcome.com	
New 88	In Digital indigital.marketing	
New 89	Uponor uponor.com	
90	Pentadel Project Management pentadel.com	
91	Ecology Resources ecologyresources.co.uk	

92	hedgehog lab hedgehoglab.com	
New 93	IEMA iema.net	
New 94	Beyond Analysis puttingdatatowork.com	
95	Red Ant Digital Ltd redant.com	
96	Green Gourmet Ltd greengourmet.co.uk	

New 97	Aer Studios aerstudios.co.uk	
98	Computer Task Group UK ctg.com	
New 99	emerchantpay emerchantpay.com	
New 100	Global Lingo global-lingo.com	

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Great Place To Work®

The Global Authority on Workplace Culture

We survey the world.
90+ countries and languages.
Thousands of companies. Millions of employees.



'Braze's purpose is to create meaningful connections'

Culture is everything at software company Braze. **Marjorie Armitage**, General Manager, EMEA, explains why the company is this year's No. 1 Best Workplace™ (Medium)

How have you risen from ranking No. 35 in 2022 to taking the top spot just 12 months later?

Braze's culture is not something you describe, it's something you feel. I interview a lot of job candidates in my role, and I'm usually asked to describe our culture. I never prepare an answer to that question.

I feel so passionate about our culture, I know that the words will flow effortlessly, with enthusiasm and a big smile. People will just feel it and want to feel that way too. This year, it's simply how our employees feel about Braze that shone through and put us at number one.

How do you engage your workforce with training and development?

Our comprehensive onboarding programme enables employees to get to know Braze right from the get go. From there, we have a learning platform that enables employees to educate themselves on the company and products at their own pace, plus self-development courses and manager training. They can also continue learning externally with the support of our tuition reimbursement scheme.

We have promotion cycles twice a year, and I typically encourage everyone



"Our culture is about creating connections between our employees"

to ask for promotion every time they are eligible to according to our company guidelines. It's important to self-reflect and be able to identify and articulate the value that you're bringing to the table. It's a good exercise for managers as well, to learn how to handle promotion discussions.

By encouraging regular and open career discussions, we intend to level the playing field for all and, ideally, to diminish inequities in career opportunities and progression. By openly talking about these things, we show our workforce that their careers matter to the company.

What are the most important things you've learnt this year?

No matter how passionate about our culture our employees may be, asking them to complete yet another survey is adding to their to-do list, and the ask needs to be made respectfully and humbly. We don't take it for granted that they will complete the survey and give good ratings.

We explain why it matters, both to our employees – for whom it gives a sense of pride – and to prospective job candidates, customers and partners, who want to work with a company that treats its employees well.

The Best Workplace™ programme has helped our visibility as a prospective employer. A lot of candidates mention our rankings – it sets us apart.

While we do internal employee surveys globally, we also got great additional local insights from the Best Workplace™ metrics to inform our actions in the UK.

Why do people look forward to coming to work at Braze?

Our culture is about creating connections between our employees. One of our six values is 'Take your seat at the table'. We want employees to be active participants in the company. This doesn't mean you need to lead an employee resource group or organise events. Being an ally, attending an event or even simply showing up for others can be very meaningful.

Being nice makes for a well-rounded, inclusive and open-minded culture that leads to a happy workforce, which, in turn, is good for our customers and further feeds our success. It's our superpower and we're proud of it.

Best Workplaces™ 2023

Medium: 51-250 employees



1	Braze braze.com		16	Recast Sports Limited recast.tv	
2	Evolved Search evolvedsearch.co.uk		17	Practicus Limited practicus.com	
New 3	Reachdesk reachdesk.com		New 18	Nomios UK&I nomios.co.uk	
New 4	Elements Talent Consultancy weareelements.io		New 19	Index index.dev	
New 5	Bryson bryson.co.uk		20	Goodman Masson goodmanmasson.com	
6	Impression impression.co.uk		21	Xpedition xpedition.co.uk	
7	PlotBox www.plotbox.io		New 22	Mercator Digital mercatordigital.com	
New 8	SquaredUp squaredup.com		New 23	Person Centred Software personcentredsoftware.com	
New 9	Talos360 talos360.co.uk		New 24	The Berkeley Partnership LLP berkeleypartnership.com	
New 10	Salesloft salesloft.com		New 25	Quorsus quorsus.com	
New 11	Synthesia synthesia.io		26	Klaviyo klaviyo.com	
New 12	Silver Cloud HR silvercloudhr.co.uk		27	World Wide Technology wwt.com	
13	Sellick Partnership sellickpartnership.co.uk		New 28	Unifrog unifrog.org	
14	Tomorrow tomorrowgroup.co		29	Uptake Strategies uptakestrategies.com	
New 15	Banked banked.com				

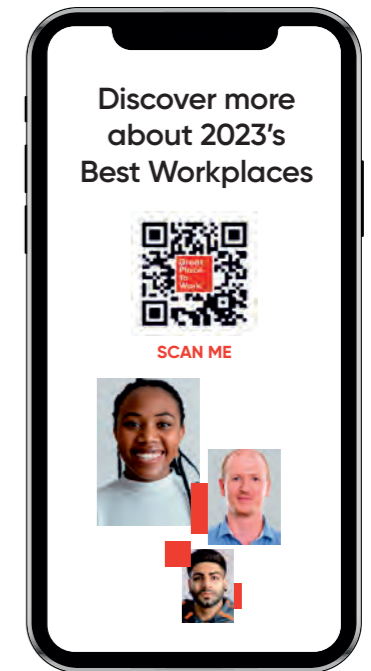
30	Coeo coeo.com		37	Technology Management Ltd tecman.co.uk	
New 31	Simpson Associates simpson-associates.co.uk		38	Alnylam UK Ltd alnylam.com	
New 32	Intersoft intersoft.co.uk		39	KnowBe4 KnowBe4.com/careers	
33	Ryan ryan.com/europe		New 40	Strata strata.co.uk	
New 34	G Touring travelsphere.co.uk		41	Airwalk Reply airwalkreply.com	
35	PEN Partnership penpartnership.com		New 42	Instil instil.co/about	
36	Redkite redkite.com		43	SentinelOne sentinelone.com	
37	Technology Management Ltd tecman.co.uk		New 44	Seven Resourcing seven-resourcing.com	
38	Alnylam UK Ltd alnylam.com		New 45	Harvey Nash UK harveynash.co.uk	
39	KnowBe4 KnowBe4.com/careers		46	Grace's Day Nursery gracesdaynursery.co.uk	
New 40	Strata strata.co.uk				

47	BigCommerce bigcommerce.com		New 48	Al-Dabbagh Group aldabbagh.com	
49	Edrington UK Distribution uk.edrington.com		50	WisdomTree wisdomtree.eu	
New 51	Zifo Technology zifond.com		52	Astound Commerce astoundcommerce.com	
New 53	National Gas Metering nationalgas.com/metering		New 54	Altair altair.com	
New 55	Scandit scandit.com		New 56	Garrison Technology Ltd garrison.com	
New 57	AXON axon-com.com		New 58	Wise withwise.com	
59	Tractable Ltd tractable.ai		60	Cameron Homes camerongalliers.co.uk	
61	Moose Toys moosetoys.com		62	Xledger xledger.com/uk	

New	63 Alternative Airlines alternativeairlines.com		78 Homeprotect homeprotect.co.uk	
	64 London & Scottish Property Investment Management lspim.co.uk		79 Tanium tanium.com	
New	65 Code Computerlove codecomputerlove.com		80 medneo Diagnostics UK medneo.co.uk	
	66 360insights 360insights.com		New	81 Blue Light Card bluelightcard.co.uk
New	67 Hive & Pollen Health hivehealth.com			82 Elucidat elucidat.com
	68 Collaborative Solutions collaborativesolutions.com			83 eduMe edume.com
	69 Circle circle.com			84 Mason Advisory masonadvisory.com
New	70 Figma figma.com			85 SII Services Limited sii-group.com/en-GB
New	71 Phase 3 phase3.co.uk		New	86 The Value Engineers thevalueengineers.com
New	72 Wollens wollens.co.uk			87 Yext yext.co.uk
New	73 Touch Medical Media touchmedicalmedia.com			88 Watkins & Gunn Limited watkinsandgunn.co.uk
	74 SLC Rail slcrail.com		New	89 Qualtrics qualtrics.com
New	75 Catalyst Care Group catalystgrp.co.uk			90 Cvent Europe cvent.com/uk
New	76 Beckett Investment Management Group Ltd beckettinvest.com			91 Bazaarvoice bazaarvoice.com
	77 Project One projectone.com			92 Acquia acquia.com
				93 Santen UK santen.uk

Special Recognition: five years as a Best Workplace™ Notable Recognition: ten years as a Best Workplace™

New	94 Aventum Group aventumgroup.com	
New	95 Jumar jumar.co.uk	
	96 Powerforce Field Marketing and Retail Services Ltd powerforcegb.com	
	97 Rimini Street riministreet.com	
New	98 CarePlanner care-planner.co.uk	
	99 WP Engine wpengine.com	
	100 Lansons lansons.com	



Best Workplaces™ announcements coming soon...

JULY 2023

Best Workplaces for Women™

SEPTEMBER 2023

Best Workplaces in Tech™

Best Workplaces in Financial Services & Insurance™

Best Workplaces in Consulting & Professional Services™

Europe's Best Workplaces™

NOVEMBER 2023

World's Best Workplaces™

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 Great Place to Work UK



intelligence, data science and graphics projects.

We're making bold investments in climate science. We're also sharply focused on energy efficiency.

How do you ensure your values are meaningful to the workforce, every day?

We invoke five core values – innovation, intellectual honesty, speed and agility, excellence and determination, and one team – in every aspect of our work, and they set us apart from other companies. Our values reflect and inspire a company made up largely of engineers, who innovate, explore and test the boundaries of what they can do every day.

You won't find our values painted in bold colours on our campus walls or splashed across branded T-shirts. Instead, NVIDIA leaders show our values in practice in countless ways. They inform everything we do – coming together in teams, designing complex chips, learning from failures, pivoting when the market changes, and putting our employees and families first. We further communicate our values to employees through a company-wide speaker series, stories on our internal news portal, and a new video collection dubbed 'Inside NVIDIA'.

How do your values affect your HR metrics and NVIDIA's bottom line?

When we recruit promising young talent, we emphasise that we want them to stay and build their careers with us. We believe that the longer you work somewhere, the more institutional knowledge you have.

Tech companies have the highest attrition rates of any sector, with several reports citing median tenures between one and three years. But at NVIDIA, the average tenure in the UK is 5.5 years – similar to our global average, despite thousands being hired in recent years.

Even with 25,000-plus employees worldwide, our CEO and the executive team look at the company like it's a startup – a perspective that has helped NVIDIA grow to become one of the world's most valuable companies.

'You won't find our values painted in bold colours on our campus walls'

NVIDIA is this year's No. 1 Best Workplace™ (Large) for the second year running. **Rebecca Ebdon**, Regional HR Manager, outlines its commitments to employees and the wider world

How have you sustained your first-place ranking?

Despite the upheaval around the world, NVIDIA's priorities as a tech company have remained constant – taking care of our families, empowering our people to do their life's work, and solving the world's hardest problems. Receiving this accolade twice in a row is a rewarding reflection of the kind of workplace we strive to create for all our employees.

We believe in doing the right thing, not just what's prescribed by policies or processes, and our employees trust in this. We value each NVIDIAIAN, and earn their loyalty with a culture that's compassionate, flexible and inclusive. Our success is thanks to our

people's hard work, so our priority is to take care of them and their families.

What environmental, social and governance strategies set you apart?

From our CEO, Jensen Huang: "It is a core value at NVIDIA that we take on only the toughest problems with the promise of the biggest impact, where we can make a unique contribution."

We're continuously improving our practices for inclusive recruiting, engaging with developers in emerging markets and fostering science, technology, engineering and maths education. To help bridge

the digital divide between developers in the global North and those in emerging markets, we launched a programme that enables communities in Africa, Latin America, the Middle East and South Asia to build and scale their artificial

"WE BELIEVE IN DOING THE RIGHT THING, NOT JUST WHAT'S PRESCRIBED BY POLICIES OR PROCESSES, AND OUR EMPLOYEES TRUST IN THIS"

Best Workplaces™ 2023

Large: 251-1,000 employees



	1	NVIDIA nvidia.com					
	2	Slalom slalom.com					
	3	Credera UK credera.co.uk		10 YEARS			
	4	Lindt & Sprüngli UK Ltd lindt.com					
	5	xDesign careers.xdesign.com					
	6	The Trade Desk thetradedesk.com					
New	7	Phoenix Software phoenixs.co.uk					
	8	Red Hat UK Limited redhat.com					
	9	Thoughtworks thoughtworks.com					
	10	Intuit Quickbooks quickbooks.intuit.com/uk					
	11	Liberty IT liberty-it.co.uk		5 YEARS			
	12	Secure Trust Bank Group securetrustbank.com		5 YEARS			
	13	CrowdStrike crowdstrike.com					
	14	Confused.com confused.com					
New	15	Robert Half roberthalf.co.uk					
	16	Mobilize Financial Services mobilize-fs.com			5 YEARS		
New	17	Active Prospects activeprospects.org.uk					
	18	Biogen Idec Ltd biogen.com					
	19	Oxford PharmaGenesis pharmagenesis.com					
	20	Stryker stryker.com/gb/en			5 YEARS		
	21	Little Dot Studios littledotstudios.com					
	22	RiverStone International rsmi.co.uk					
	23	Smart Pension smart.co					
	24	W.L. Gore & Associates (UK) Ltd gore.com					
	25	Xero xero.com					
	26	Natilik natilik.com					
	27	Fittleworth Medical Ltd fittleworth.com					
New	28	Ansys ansys.com					
	29	SC Johnson scjohnson.com					
	30	Discover Financial Services discover.com					

31	REL Field Marketing relfm.com	
New 32	Love2Shop www.appreciategroup.co.uk	
New 33	PKF Francis Clark pkf-francisclark.co.uk	
34	Student Beans studentbeans.com/uk	
New 35	Money Penny moneypenny.com/uk	
New 36	Assurant assurant.com	
37	Ombudsman Services ombudsman-services.org	
New 38	Havas Lynx Group havaslynx.com	
39	Ares Management aresmgmt.com	
New 40	Citadel Enterprise citadel.com	
41	De Lage Landen Leasing Limited dllgroup.com	
New 42	Rygor Commercials rygor.co.uk	
New 43	Microlise Limited microlise.com	
44	Elavon elavon.co.uk	
45	L'Occitane en Provence uk.loccitane.com	
46	HelloFresh hellofreshgroup.com	
47	General Mills generalmills.com	

New 48	TransUnion transunion.co.uk	
49	The All England Lawn Tennis Club wimbledon.com	
50	Egress egress.com	
51	Laithwaites laithwaites.co.uk	
52	Chiesi chiesi.uk.com	
New 53	BHP LLP bhp.co.uk	
54	Ipsen Bath Road ipsen.com/uk	
New 55	Virtusa Consulting Services Pvt Ltd virtusa.com	
56	Bacardi bacardilimited.com	
57	UST ust.com	
New 58	Learning Pool learningpool.com	
59	The Oldham College oldham.ac.uk	
New 60	Bytes Software Services bytes.co.uk	
New 61	MICHAEL KORS michaelkors.com	
62	Checkatrade checkatrade.com	
63	Borders College borderscollege.ac.uk	

64	bpha bpha.org.uk	
New 65	The Farnborough Airport Company farnboroughairport.com	
New 66	TIP Group tip-group.com	
New 67	Ethos Farm ethosfarm.com	
68	Mimecast mimecast.com	
69	Charlie Bigham's bighams.com	
70	Broadridge Financial Services broadridge.com	
New 71	Kin + Carta kinandcarta.com	
New 72	Ivanti UK Limited ivanti.com	
New 73	Ipsen Wrexham ipsen.com/uk	
New 74	Brayleys Cars Ltd brayleys.co.uk	
75	HML hmlgroup.com	

New 76	Gambling Commission gamblingcommission.gov.uk	
New 77	Camlin Group camlingroup.com/kelvatek	
78	Procook Ltd procook.co.uk	
79	AlphaSights alphasights.com	
New 80	Norton Way Motors Limited nortonway.com	
New 81	Offshore Renewable Energy Catapult ore.catapult.org.uk	
82	Webbs Garden Centre Limited webbsdirect.co.uk	
New 83	GEODIS FF UK geodis.com/gb	
New 84	ClearCourse Partnership clearcourse.co.uk	
New 85	Littleport Mushroom Farms Ltd gs-fresh.com	
New 86	IMA-HOME imahome.global	
New 87	Alliance Homes alliancehomes.org.uk	

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5 Special Recognition: five years as a Best Workplace™

10 Notable Recognition: ten years as a Best Workplace™

'It's about really listening to our teams and not just putting a corporate narrative out there'

Authenticity is one of the watchwords at tech multinational Cisco, which has been ranked this year's No. 1 Best Workplace™ (Super Large). **David Meads**, Chief Executive, UK & Ireland, explains

How have employees helped Cisco face its challenges this year?

The foundation of how we address any challenge is to be transparent, very open and make sure that, as leaders in the business, we are willing to have and highlight difficult conversations. How the leadership team shows up matters. It's about demonstrating our vulnerabilities and authenticity.

Reflecting on the first year of the pandemic and how we were forced to operate helped us come together more closely as a team than we might have done otherwise. Now it's about really listening to the concerns of our teams and not just putting a corporate narrative out there.

The broader challenge we face is balancing exceptional productivity with flexibility and learning. Early in my career, I learned a great deal from the people I was in close proximity to.

I wasn't just studying a curriculum put in front of me but listening and observing. As wonderful as technology is, it's no substitute for that. We want to make sure people have the flexibility to work where, when and how they want. We also want to make sure that they don't miss out on opportunities to learn from others.



How is work-life balance part of your offer?

It's a fairly simple principle – we measure people by their output, not their input. This is the bedrock of how we operate – people are accountable for delivering whatever they have to within their role, but they have the freedom to do it on their own terms. This is the normal rhythm of working.

"EMBRACE DIFFERENCE, AND THAT IS WHERE YOU CAN BE GREATER THAN THE SUM OF YOUR PARTS"

There are also a couple of practical things we do. In addition to five weeks' annual leave, we give people an extra 10 days of 'time to give', plus 'a day for me' every quarter, in which every employee gets a day off, among other policies.

How is your DEI strategy genuinely inclusive?

For us, diversity, equity and inclusion (DEI) is top down. Embrace difference, and that is where you can be greater than the sum of your parts. When hiring someone in the leadership team, for example, I'm looking at whether they're the best person to do the job. But that's only half of the decision-making process. The other half is asking whether they will bring something completely new to the table that will make us more powerful as a team.

These are the tangible things we do in making sure our interview panels are diverse and inclusive. We also have inclusive communities within the workforce, which are given a platform to educate the organisation and to have conversations. It's about living and embracing DEI in everything we do.

You've been ranked a Best Workplace™ for nine years in a row. How do you do it?

Again, leaders set the example for the organisation – how they are operating, being authentic and consistent in the decisions they make. We have guiding principles for what we call our conscious culture – 'give your best', 'give your ego the day off', 'give something of yourself', 'take accountability in everything that you do', 'take difference to heart'. You can think in the moment, 'Am I living those values?'

These values are the guiding principles for how we operate – the decisions we take with one another, with customers, internally and externally. This is how we see ourselves moving forward in the right direction as a company.

Best Workplaces™ 2023

Super Large: 1,001+ employees



1	Cisco cisco.com			16	AbbVie abbvie.co.uk		
2	Hilton hilton.com/en/corporate			17	Accenture accenture.com/gb-en		
3	Salesforce salesforce.com			18	BUUK Infrastructure bu-uk.co.uk		
4	Baringa baringa.com			19	Irwin Mitchell irwinmitchell.com		
5	Version 1 version1.com			20	Shared Services Connected Ltd sscl.com		
6	Admiral Group admiralgroup.co.uk			21	Volkswagen Financial Services (UK) Ltd customer.vwfs.co.uk		
7	Home Group Limited homegroup.org.uk			22	Sopra Steria Limited soprasteria.co.uk		
8	DHL Express dhl.com/express			New 23	First Central Group firstcentralgroup.com		
9	Vodafone UK vodafone.co.uk			24	The Prince's Trust princes-trust.org.uk		
10	Softcat plc softcat.com			25	Gowling WLG (UK) LLP gowlingwlg.com		
11	Insight Direct (UK) Ltd uk.insight.com			26	TeamSport Indoor Karting team-sport.co.uk		
12	Deloitte LLP deloitte.com/uk			27	Experian Ltd experianplc.com		
13	Coventry Building Society coventrybuildingsociety.co.uk			New 28	Gleeds UK gb.gleeds.com		
New 14	Childbase Partnership childbasepartnership.com			29	Dimensions dimensions-uk.org		
15	IRIS Software Group iris.co.uk						

UK RANKINGS

30	Flight Centre Travel Group flightcentre.co.uk		New 45	Infosys infosys.com	
31	Verisk verisk.com		46	Choice Support choicesupport.org.uk	
32	Santander UK santander.co.uk		47	McCarthy & Stone mccarthyandstone.co.uk	
New 33	Computacenter computacenter.com		48	Northumbrian Water Group nwl.co.uk	
34	Abbott Laboratories Ltd abbott.com		49	Hafod Housing Association Ltd hafod.org.uk	
New 35	Expedia Group expediagroup.com		50	Places for People placesforpeople.co.uk	
New 36	Capgemini UK plc capgemini.com		New 51	Bromford bromford.co.uk	
37	Teleperformance teleperformance.com		New 52	Ambient Support ambient.org.uk	
38	NHS Shared Business Services sbs.nhs.uk		53	L&Q lqgroup.org.uk	
39	Bright Horizons Family Solutions brighthorizons.co.uk		54	Hyperoptic hyperoptic.com	
New 40	TrustFord trustford.co.uk		New 55	DHL Parcel UK track.dhlparcel.co.uk	
41	Utilita utilita.co.uk		New 56	American Restaurant and Cocktail Bar, Fridays tgifridays.co.uk	
42	HomeServe Limited homeserve.com		New 57	Viridor viridor.co.uk	
New 43	KBR kbr.com		<p>Discover more about these Best Workplace list makers at greatplacetowork.co.uk</p> 		
New 44	DHL Global Forwarding UK Ltd dhl.com/global-en/home/our-divisions/global-forwarding.html				

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Being a **'great place to work'** means our passionate team loves what they do. It's reflected in the quality of our work, our interactions with customers and the outstanding results we deliver.

So, if you're a technology company looking to:

Grow your business

Drive ROI

Develop your teams

Maximise your investment

Reduce your time to market

Deliver results

Work with great people

Rank 3:



Get in touch today to find out why we are The Channel Marketing Agency with a mission to get you seen, heard and valued.