

Executive Summary

1 Employee voice

Key Fact

75%

of colleagues took the time to complete a survey

The range by division is 61 to 100%.

Key Fact

67%

feel that MSV will act on the results of this survey to make it a better place to work

One of the biggest drivers of response rates is belief that the surveys lead to tangible improvements at work

2 Overall engagement

Key Fact

88%

of colleagues are engaged

The range by division is 75-100%.

Anything at 65% and above is generally considered a healthy engagement score.

Key Fact

85%

See themselves working for MSV for the next year, which is the facet of engagement that is mostly exceeding the benchmark (+23pp)

3 Drivers of engagement

Key Fact

elements of the experience have a high relative score and high impact on engagement

Celebrate

and Maintain

Most relate to diversity & inclusion, purpose & values and health and safety.

Key Fact

elements have a lower relative score and high impact on engagement

Track and Improve

- **Employee voice; being listened to and being empowered/enabled**
- **Proximity to Senior leadership and role modelling behaviours**