

VIEWPOINT SURVEY

The logo graphic consists of a grey square divided into four quadrants. The top-left quadrant is white with the word 'VIEWPOINT' in grey. The top-right quadrant is grey with a green L-shaped graphic. The bottom-left quadrant is white with the word 'SURVEY' in grey. The bottom-right quadrant is grey with a blue L-shaped graphic.

Your opinion and views are important! Annually we conduct a global Viewpoint survey on employee thoughts and attitudes. The survey measures the extent to which people feel engaged and encouraged to deliver the goals of our business. In a series of questions, the survey focuses on key aspects of the work environment to illustrate the employee's level of engagement, a direct reflection of his or her satisfaction with Faithful+Gould and Atkins as a whole.

The survey targets ten key areas of engagement:

- + Direction
- + Job Clarity
- + Client Focus
- + Competence
- + Resources
- + Empowerment
- + Involvement
- + Cooperation
- + Feedback
- + Recognition

Faithful+Gould is committed to being an employer of choice for our employees and wants to hear from you! The Viewpoint survey is conducted annually in each April. All Faithful+Gould employees are highly encouraged to participate. By taking the time to answer survey questions, you can provide us a direct expression of your experience working at Faithful+Gould as well as a valuable insight into how you feel about being an employee of Faithful+Gould and a member of the Atkins' group.

The Viewpoint Survey is completely confidential. Results are benchmarked against similar surveys in other businesses and an "Employee Engagement Index" is computed by measurement against the ten criteria. The results allow us to compare staff views against a number of benchmarks, such as:

- + Views of F+G staff 12 months ago
- + Views of staff in other UK organizations
- + Views of staff in the rest of the Atkins Group

More importantly, the results will offer us great insights into important issues and highlight areas of success and those that require further effort and improvement.

We encourage you to take an active role in participating the Viewpoint Survey and let your voice be heard!