



Our People

Vision and Strategy

Colart is going through an extensive transformation journey. Our beloved brand portfolio is the foundation, but **our people will make it happen**. The people strategy needs to drive towards our company vision and reflect on the importance of purpose, belonging and nurturing. We also need to acknowledge the importance of each role, whether we are leaders, people managers, and team or individual contributors, to ensure that we are performing at the highest standard.

Our people vision & culture

Inspiring every person in Colart is our vision and to achieve this we need to create the following culture:

1. *It feels like a family* - a place of purpose; a place to belong; a place to grow with the demonstration of our values at the heart of this feeling.
2. *It acts like a high performing team* – result driven; self-reliant; fully connected with clear, shared goals and a drive to always do better.

Our values

Our values describe how we do things at Colart that underpin our culture. They ensure that we're all working together and pulling in the same direction. We believe by living these values, the same pattern will be woven again and again to create a strong culture and corporate brand:

Openness Being respectful and transparent

Passion Enjoy to perform

Innovation Challenging the status quo

Quality Striving for excellence

Our people promises

At Colart we will:

1. Have a healthy working environment based on respect and collaboration
2. Be a place where the right people want to stay and grow
3. Put continuous improvement and development at the heart of everything we do

Our people context

Strategic Pillars - We are activating our vision, mission and values to engage our people and build an aligned culture that drives the business forward through our three strategic business pillars of:

1. Refine the core
2. Ignite sustainable growth
3. Drive simplicity

Communication - We have a global communication that encourages an open dialogue at the heart of all our communications across the business.

Resources – We have a global organisation in place that creates synergies and facilitates execution and we are strengthening our resources to enable succession and prepare for the future.

Our key strategic People Priorities

To activate our people strategy, we have four priority streams of focus: -

1. Value driven leadership
2. Talent acquisition and retention
3. Growth and development
4. Wellbeing and engagement

Understanding the priorities in more detail:

1. **Leadership** – key to the success of our people vision, we will share what good looks like and what is expected of our leaders – both in terms of leadership behaviours and people management responsibilities. This will be achieved through:
 - **The Colart Way** – The Colart Way is by no means a checklist. Rather, it is a chance to express in one place what our leaders need to both embody and role model in the business over and above the core Colart values. The Colart Way is represented by leadership behaviours and accountabilities
 - **Leadership development** – The identification, recognition and development of our existing and future leadership based on 360 feedback, self-assessment and the building of self-awareness to enable our leaders to develop to their full potential thus underpinning the vision of achieving high performing teams across Colart.
2. **Talent acquisition and retention** - we find the right talent and prepare them for life at Colart and we will achieve this through:
 - Innovative and disruptive techniques to attract, engage and retain exceptional diverse talent
 - Providing a world class candidate experience with the candidate at the heart of everything that we do in acquisition
 - Illuminating Colart as a company with whom to work, perform and grow
 - Inspiring our people to be proud to act as Colart Talent Ambassadors always
 - A multi-channel digital communication platform for candidates to engage with Colart, no matter where they are in their recruitment journey
3. **Growth and development** – we will inspire our people to grow and provide a nurturing environment where people continually develop in skills, knowledge, confidence and capability. We understand their growth needs so they can both perform today as well as progress tomorrow and will achieve this through:
 - **Progress Review** – a globally aligned and automated process to enable and ensure continuous discussion and feedback to review what our people do, how they do it and what support they need to grow and improve.
 - **Mentoring** – a global platform and foundation for development as we seek to grow people using the talent from within Colart
 - **The Colart Academy** – with the progress review at its heart this is a growth and development platform that focuses on four development routes (Skill, Service, Leadership and Community) building on the importance of our people in achieving our business and strategic objectives. It supports and strengthens the Colart brand by being grounded in the values of openness, passion, innovation and quality.



colart
academy

We pride ourselves on the mutual ownership (individual and company) for the development journey.

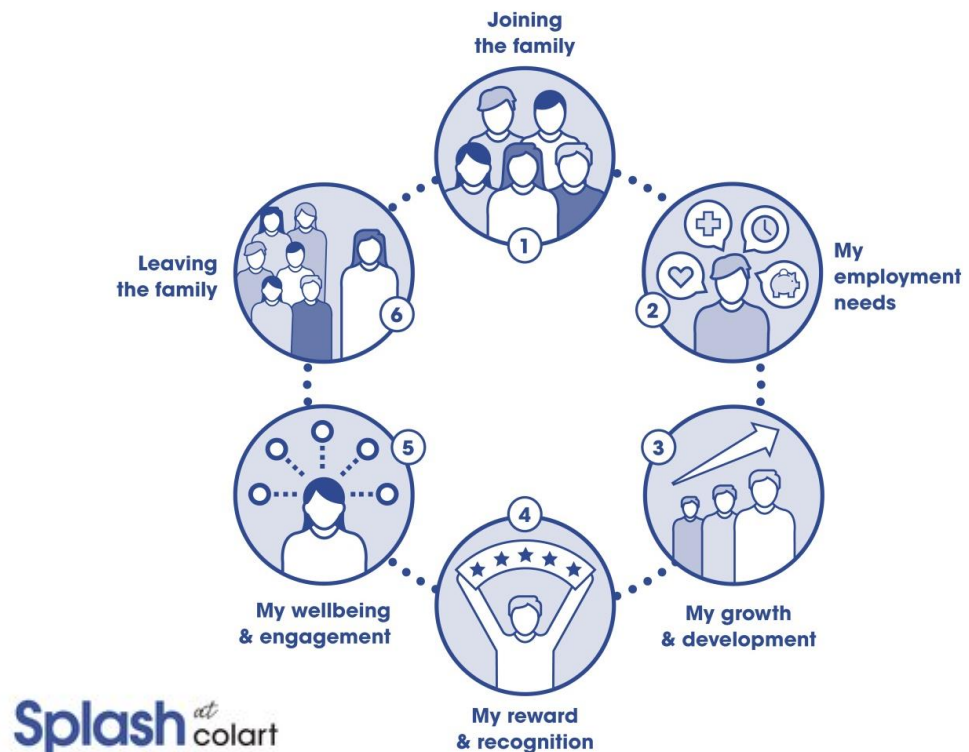
4. **Wellbeing and engagement** - we put people at the heart of how we work and we recognise the need to focus on the whole person to ensure a workforce that is able to deal with and react to changing needs to deliver our strategic goals. We will achieve this through:

Wellbeing^{at} colart

- **Living our values** – continued global activation of the vision, mission and values as explained in “Our Philosophy” with the Net Promoter Score measuring our progress
- **Diversity and inclusion** – monitoring the make-up of our people and activating positive reinforcement in all aspects of the People Cycle to ensure diversity in thought and background.
- **A global wellbeing calendar** – based on a global programme of physical, social and mental/ emotional activities adopted and adapted on a local basis to suit each business unit

Our People Cycle

The People Team connect with everyone at Colart through every stage of the people cycle



Our people system called Splash is our main system for supporting this cycle as follows: -

Splash Recruit supports *step one: Joining the family* by providing a fully automated and integrated tool for acquisition.

Splash Perform supports our performance and development discussions by providing a fully automated and integrated tool including self-review, 360 review, objective setting and succession/talent planning.

Splash Self Service supports *step one to step six: My employment needs to Leaving the family* enabling people to access the system for many activities such as booking holidays; recording absence; adjusting personal details; giving High Fives (to recognize input of others); acknowledging policies; recording skill development and completing exit interviews.