



PEI

Working Well
Program

Working Well Program

At PEI, we are deeply committed to the wellbeing of our individuals. We believe that a thriving and successful workplace is built on collaboration, growth, and wellbeing. Our “Working Well” framework reflects this commitment, ensuring support for every stage of our employee’s professional journeys. “Working Well” isn’t just a policy at PEI - it’s our commitment to creating an environment where everyone can flourish and thrive.

Collaborating Well

- » **Hybrid Working Model:** We are passionate about onsite collaboration, enhanced by the flexibility of remote work. Our hybrid policy offers 3 in-office days and 2 remote working days per week, with designated core office days to strengthen team connections.
- » **Dynamic Workspaces:** Our offices are designed for collaboration, creativity, and productivity, creating vibrant areas to inspire connection.
- » **Work-Life Balance:** A culture rooted in trust and respect, supporting your wellbeing through flexible approaches within our hybrid framework.

Learning Well

- » **Annual Training Allowance:** Empowering personal and professional growth with a dedicated learning and development budget.
- » **Tuition Reimbursement:** Supporting your pursuit of further education relevant to your role.
- » **Lunch & Learn Sessions:** Engaging virtual and in-person knowledge-sharing events.
- » **Mentoring Program:** Fostering growth through mentorship opportunities within the organization.

Performing Well

- » **Tech Tools for Success:** Providing the technology you need to excel, both in the office and remotely.
- » **Performance Management:** Regular goal-setting, continuous feedback, and growth-focused development plans.
- » **Collaborative Culture:** Fostering teamwork and open communication to drive collective success.

Feeling Well

- » **Global Connectivity:** Building meaningful connections across our international teams.
- » **Private Healthcare:** Comprehensive coverage to support your health and wellbeing.
- » **Employee Assistance Programme (EAP):** Access to confidential support whenever you need it.
- » **Life Cover:** Providing peace of mind with 4x salary death-in-service benefits.

Equality, Diversity, and Inclusion (EDI)

- » **EDI Council:** Meeting monthly to champion inclusivity across PEI.
- » **Employee Networks:** Including the Women's Network and LGBTQ+ Network to support diverse voices.
- » **Diversity Celebrations Calendar:** Honouring and celebrating global cultures and identities throughout the year.

Environmental, Social, and Governance (ESG)

- » **ESG Committee:** Driving sustainable and ethical practices through monthly initiatives.
- » **Volunteer Leave:** Up to 4 days of paid leave annually for volunteering activities.
- » **Charity Partnerships:** Ongoing collaborations with organizations making a difference.
- » **Donation Contribution:** Amplifying your impact through a PEI charitable donation.
- » **UN Global Compact Signatory:** Committed to responsible business practices globally.

Engaging Well

- » **Clubs and Committees:** Offering opportunities like the book club, running club, and football and netball teams to promote a sense of community.
- » **Townhalls:** Engaging, company-wide updates held regularly throughout the year.
- » **Social Events:** From summer gatherings to holiday celebrations.
- » **Referral Scheme:** Rewarding you for helping us grow our team with talented individuals.
- » **Employee Resource Groups:** Supporting both personal and professional development through diverse communities.