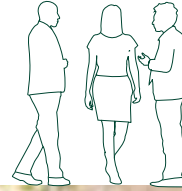


Developing Our Team



As our business grows it is essential to recruit and retain talented people who feel they can build their careers within Urban&Civic and thus prepare for leadership roles in the future. All our staff have the opportunity for two-way feedback, both formally at half-yearly appraisals and staff away days – where all staff are encouraged to actively participate in breakout sessions, lead presentations and comment on business strategy, often creating action points for the business to address – and less formally at events and socials. The Board encourages an open culture where a problem shared is a problem halved. We have recently created a role to focus on internal training and development. Our success to date is in part reaffirmed by the Group's relatively low staff turnover and we will continue to focus heavily on this going forward.

