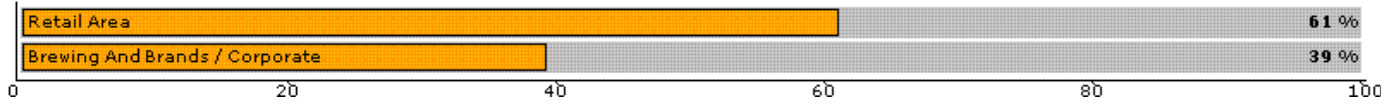


Question List

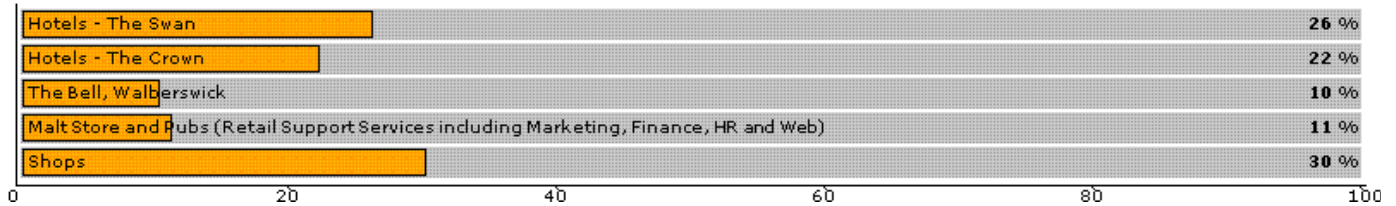
A list of questions and the results as a percentage (%). Figures are rounded up to the nearest whole number and not adjusted in any way. This ensures that the results remain accurate.

Page #1

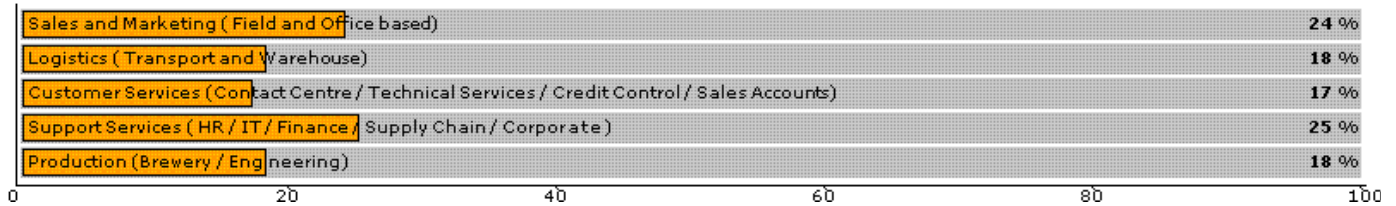
1: Which area of the business do you work in?



1.1: Please Specify:

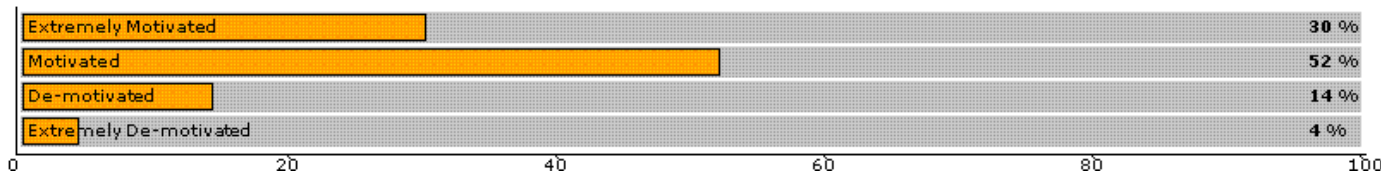


1.2: Please Specify:

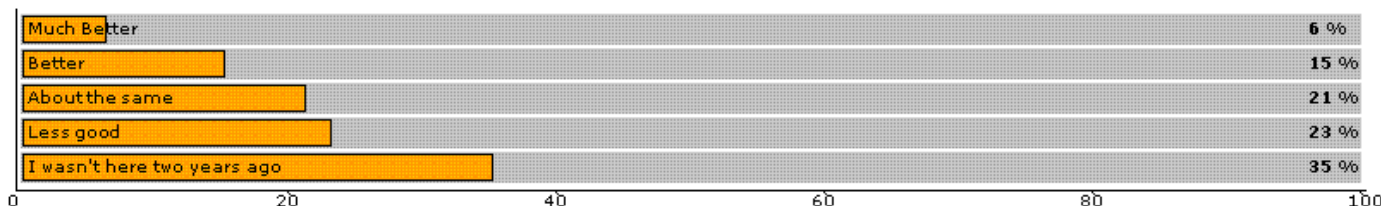


Page #2

1: How motivated do you feel?



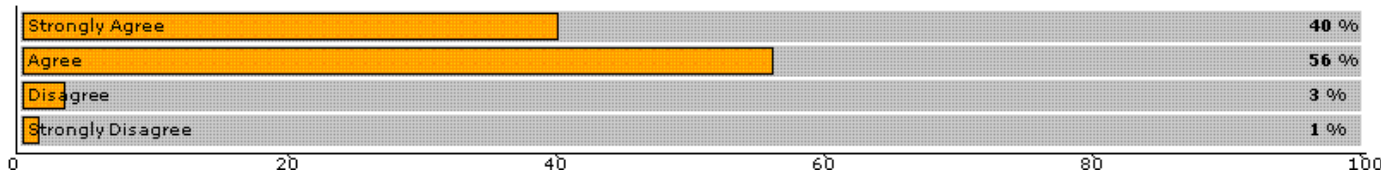
2: Is Adnams a better place to work than it was two years ago?



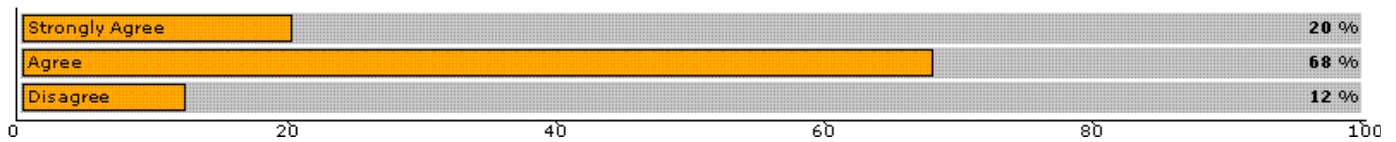
Page #3

Customer Service

3: I am clear about how my team is contributing to customer service



4: Adnams is committed to delivering internal customer satisfaction



5: Adnams is committed to delivering external customer satisfaction



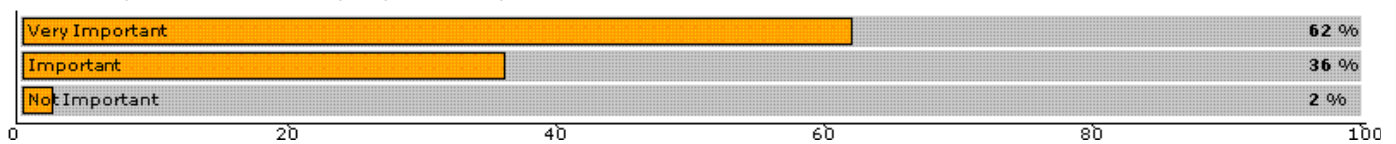
6: We look for long term benefits for our customers



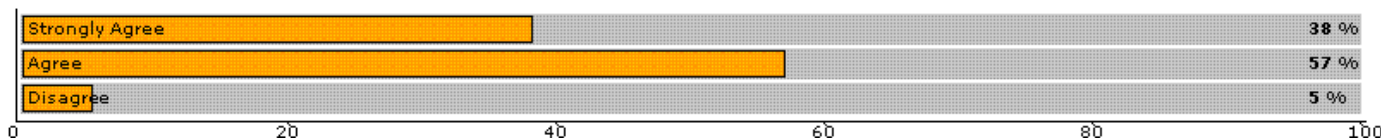
Sustainability

We work for the long-term, looking beyond immediate success to a sustainable future.

7: How important is this company value to you?



8: We invest in our business for the long term



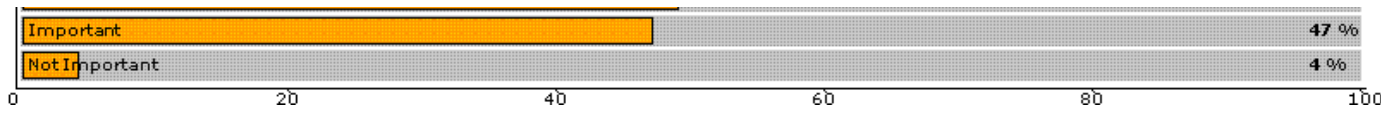
Page #4

Diversity

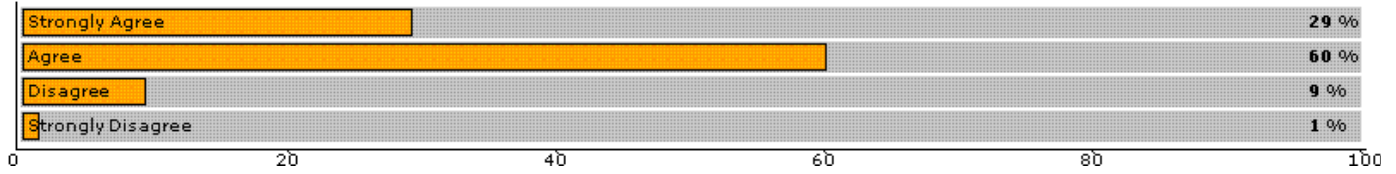
We encourage diversity of choice, experience and employment opportunity.

9: How important is this company value to you?

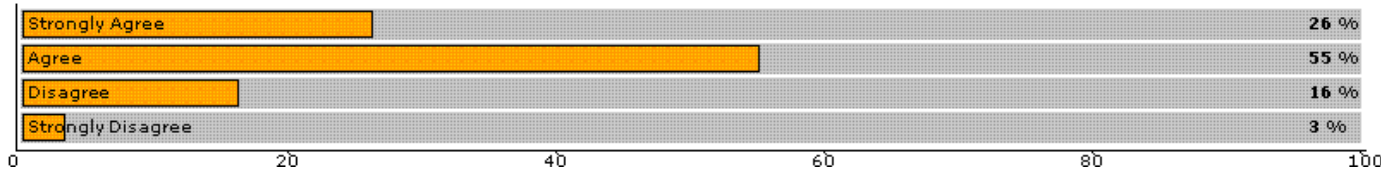




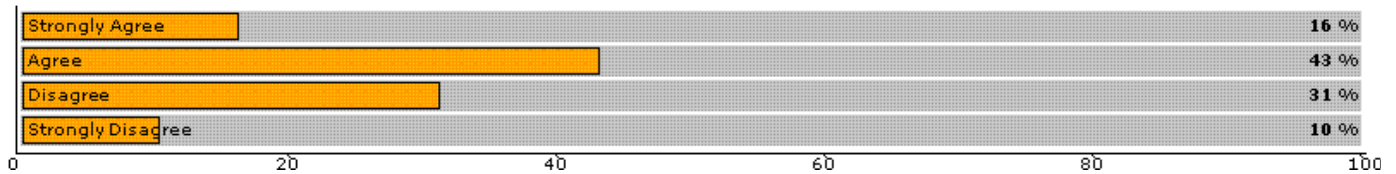
10: We take equal opportunities seriously



11: I am treated with dignity and respect

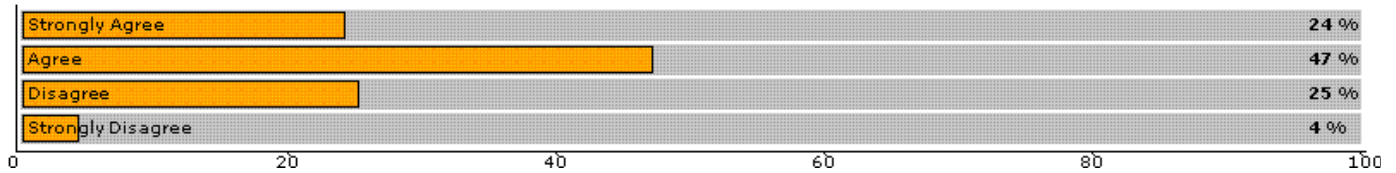


12: The PDR process is a valuable and worthwhile process

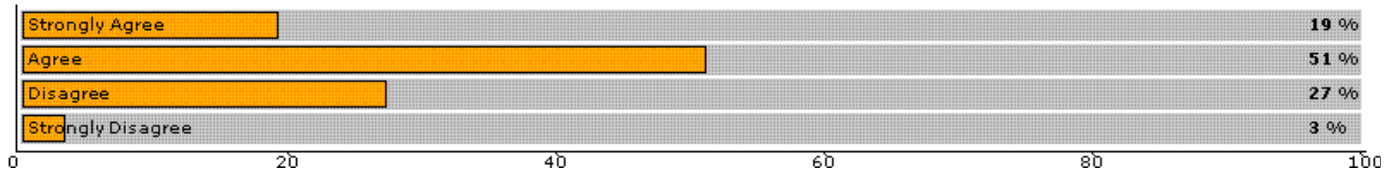


This Question refers to initial training and being made to feel part of the team and Adnams

13: Induction of new team members is good



14: I am clear about the training and development opportunities available to me



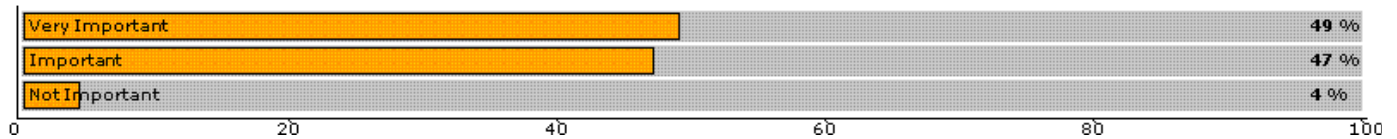
15: I have opportunities for personal development



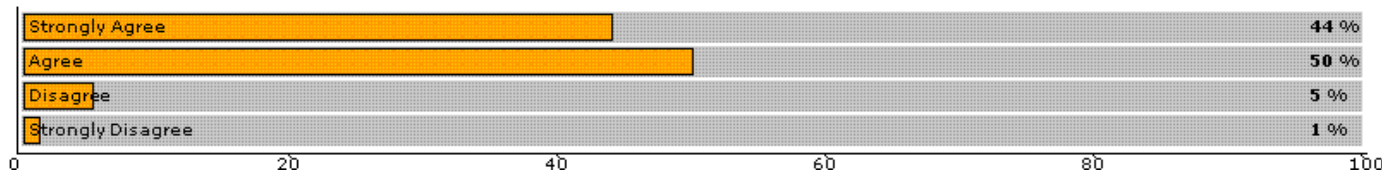
Fulfilment

We want fulfilled customers and employees, whose lives are enriched by their involvement with Adnams.

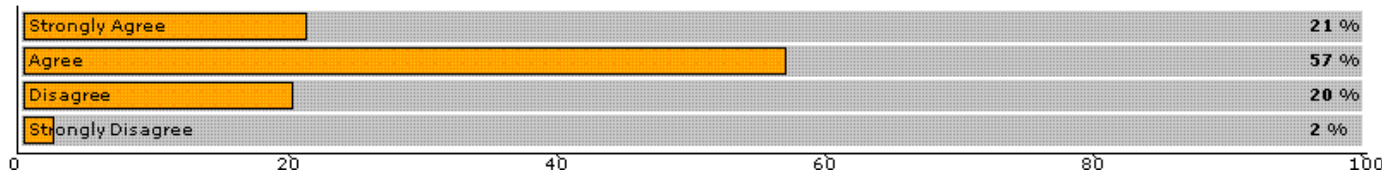
16: How important is this company value to you?



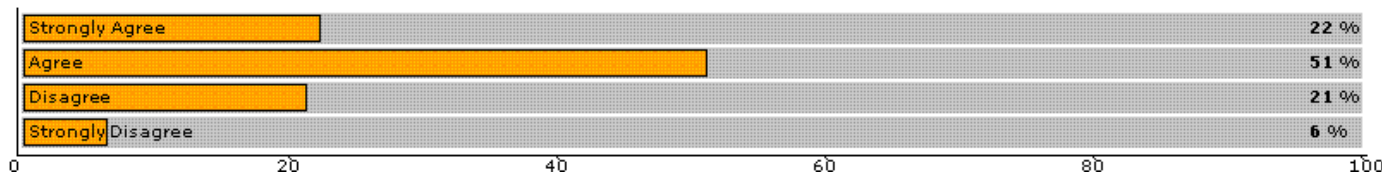
17: I am clear about what is expected from me at work



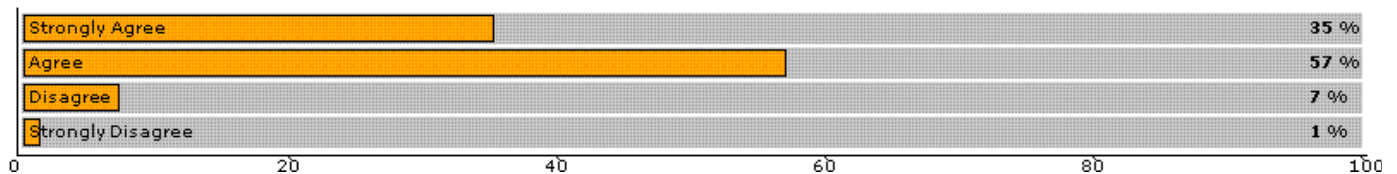
18: I have the right equipment and resources to be able to do my job



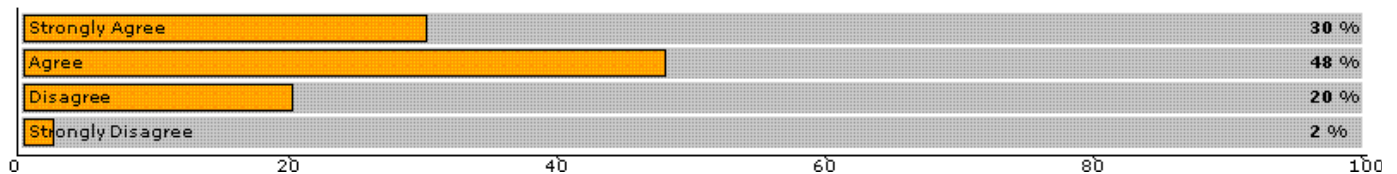
19: I feel valued for my contribution



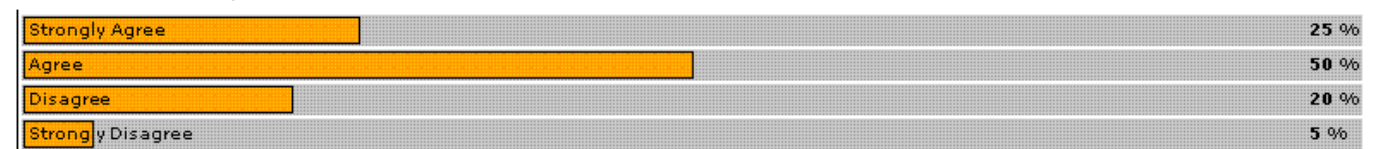
20: I have interesting, worthwhile work



21: I feel encouraged to have new ideas



22: I am able to keep a balance between home and work



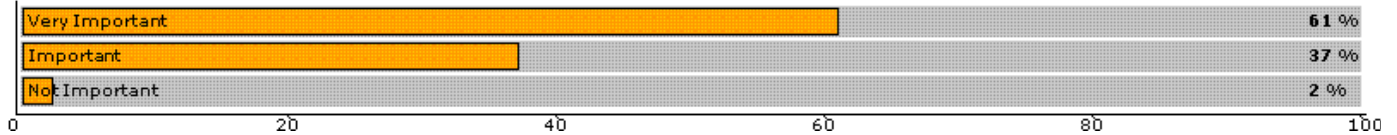
0 20 40 60 80 100

Page #6

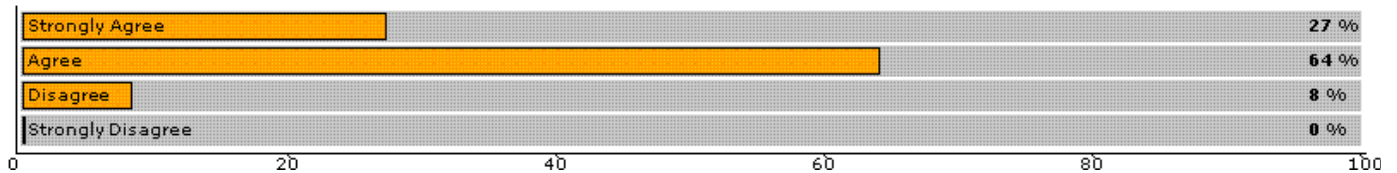
Quality

We want to create the best products and offer the best service, and are always looking for ways to improve.

23: How important is this company value to you?



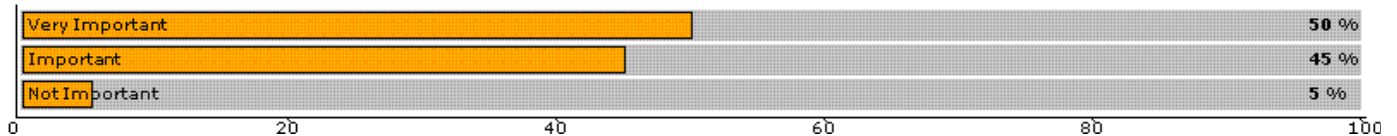
24: We try to develop ways of doing things better



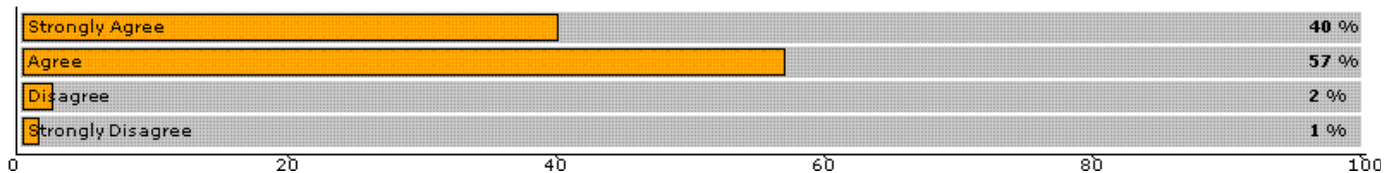
Environment

We aim to manage our impact positively on the social, natural, and built environment.

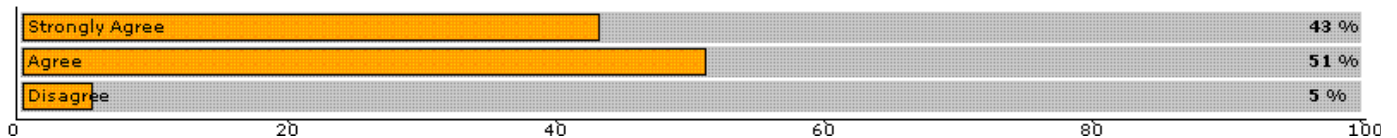
25: How important is this company value to you?



26: I understand our approach to the environment



27: Adnams is working hard to reduce its enviromental impact



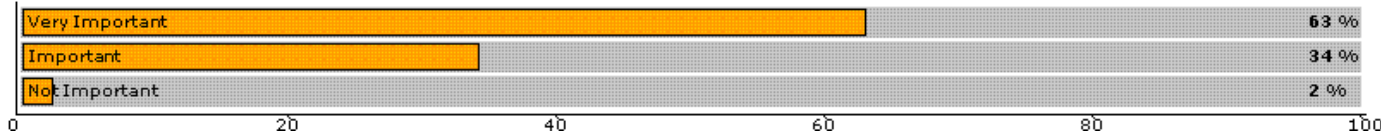
28: I feel that our approach is making a positive difference



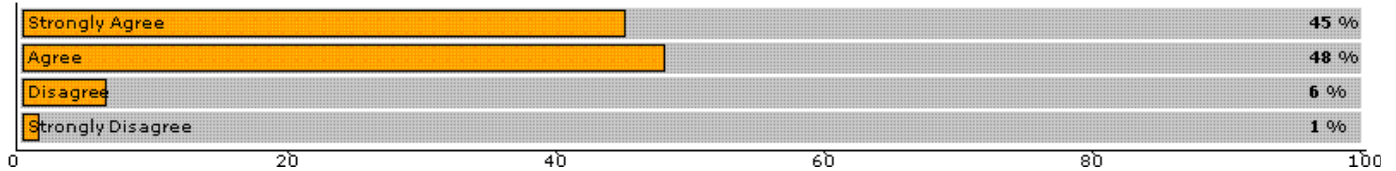
Integrity

We deal with people openly and honestly, building strong, supportive relationships.

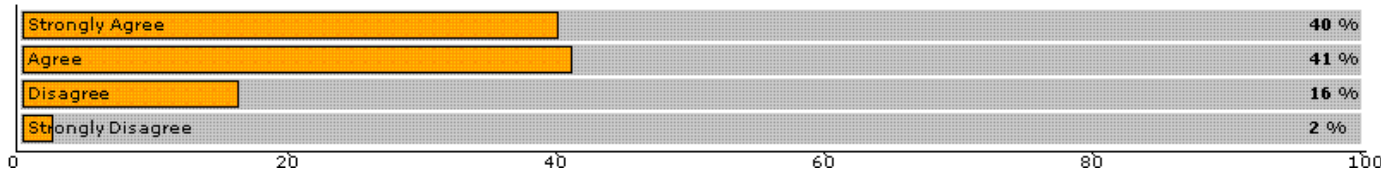
29: How important is this company value to you?



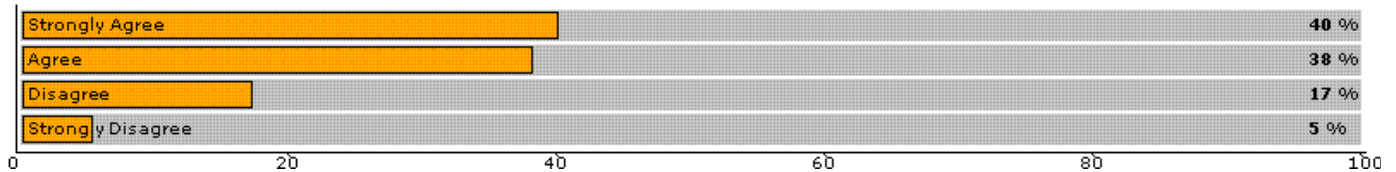
30: I am clear about what my department has to achieve



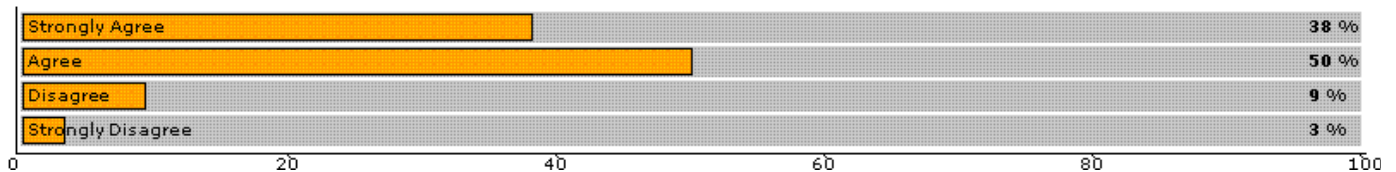
31: We work well together in our department



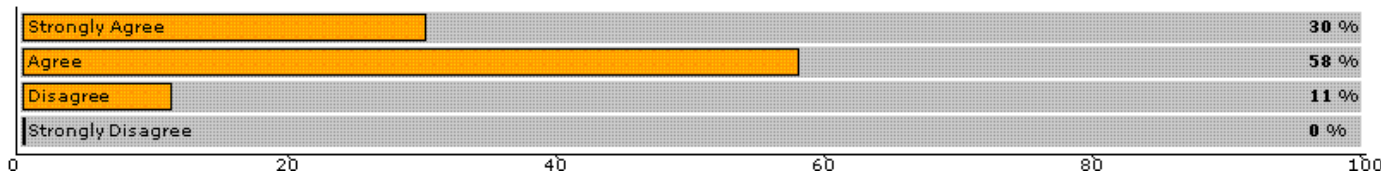
32: We have a good team spirit



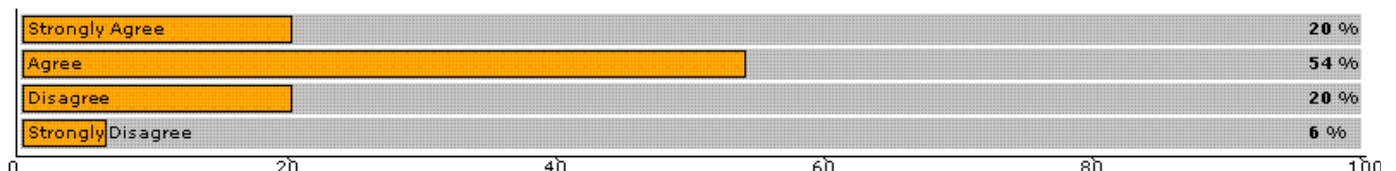
33: We share knowledge and experience in our department



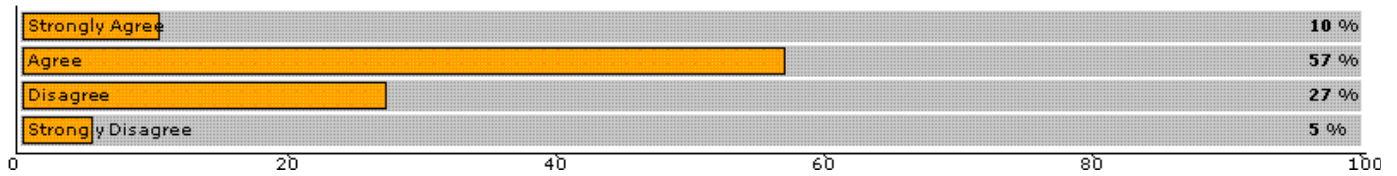
34: We co-operate well with people in other teams



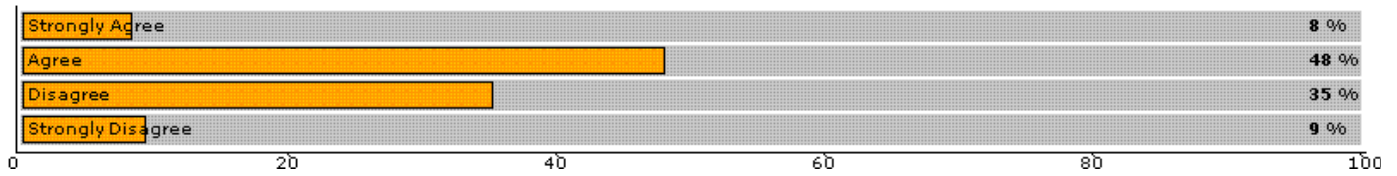
35: Communication in my department is good



36: Communication with other departments is good



37: Company wide communication is good

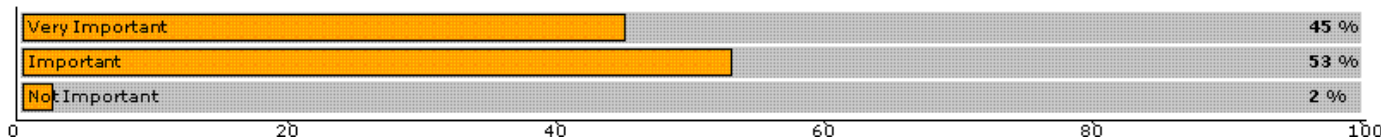


Page #7

Commitment

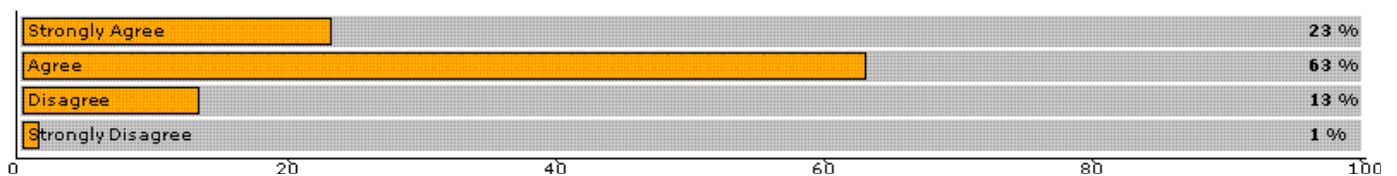
We expect commitment to these values, and aim to translate them into everyday realities.

38: How important is this company value to you?

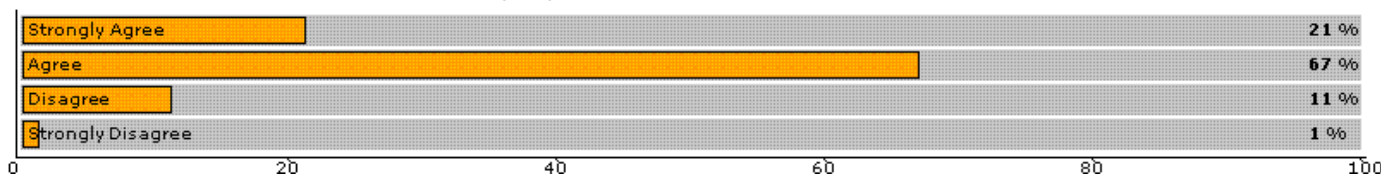


The Senior Team are; Jonathan Adnams, Karen Hester, Rupert Farquharson, Stephen Pugh, Rob Flanagan, Andy Wood

39: The Senior Team sets a clear direction for the business



40: The Senior Team demonstrates the company values

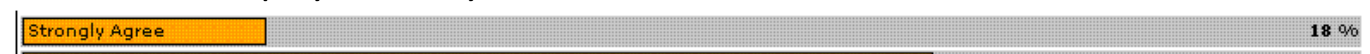


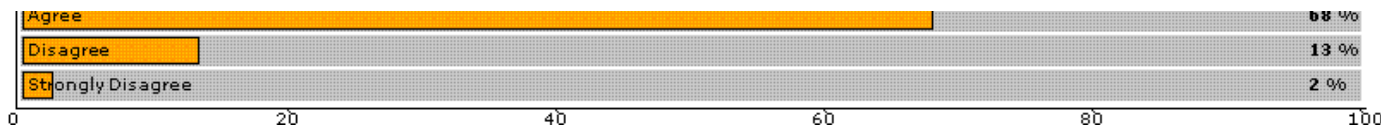
Page #8

Please give your view about each Director individually based on your personal experience. If you do not have any experience of a particular Director you may leave that section blank.

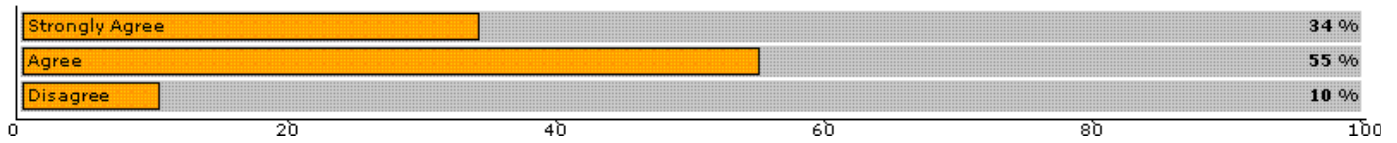
Jonathan Adnams

41.1: Communicates openly and honestly

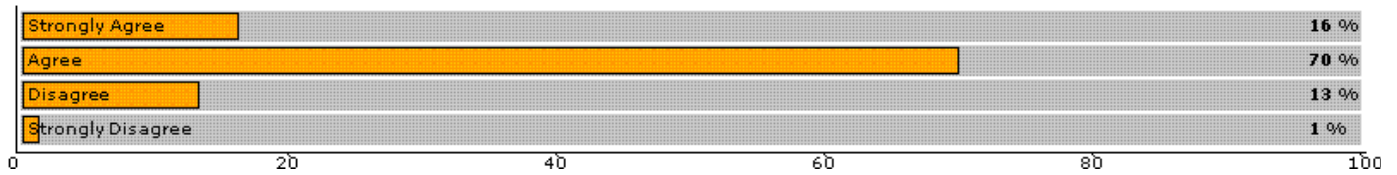




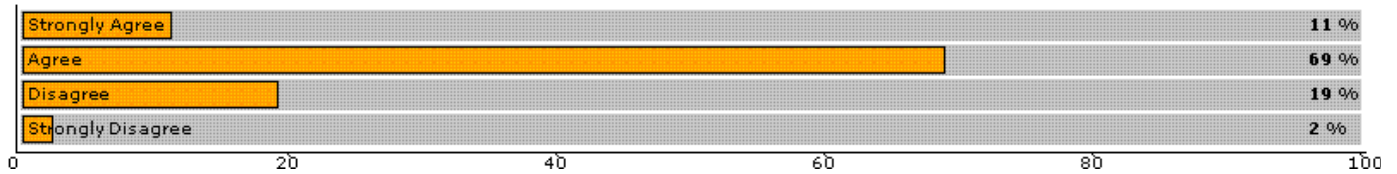
41.2: Is approachable



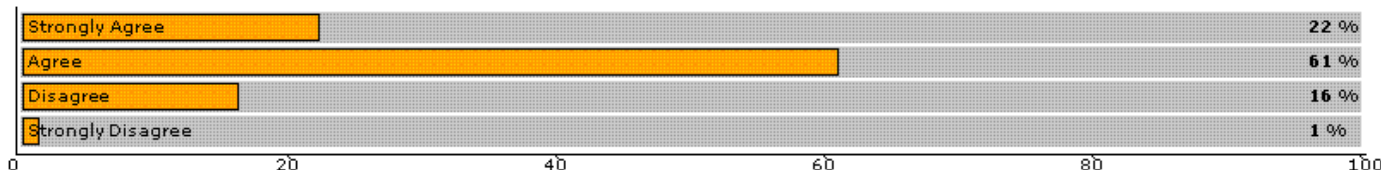
41.3: Encourages new ideas



41.4: Listens to you



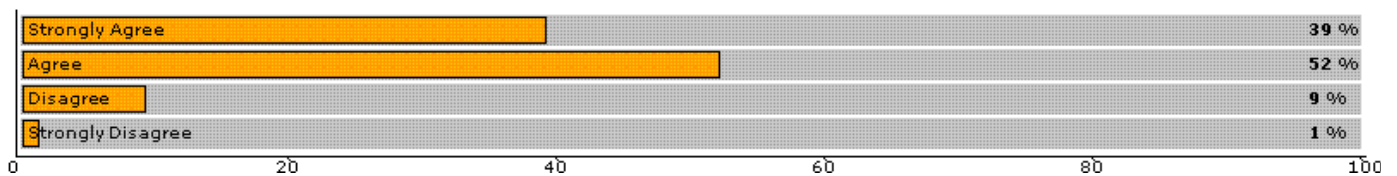
41.5: Provides strong leadership



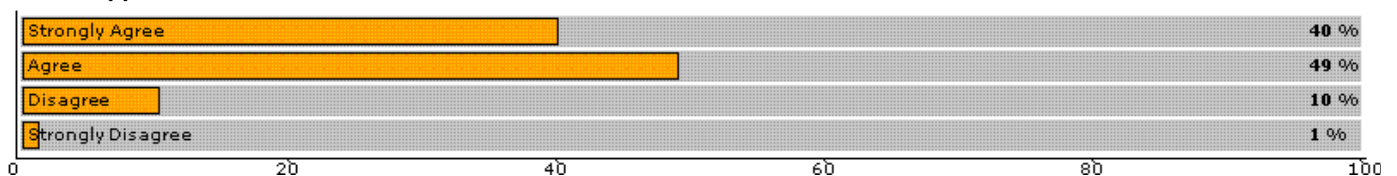
Page #9

Karen Hester

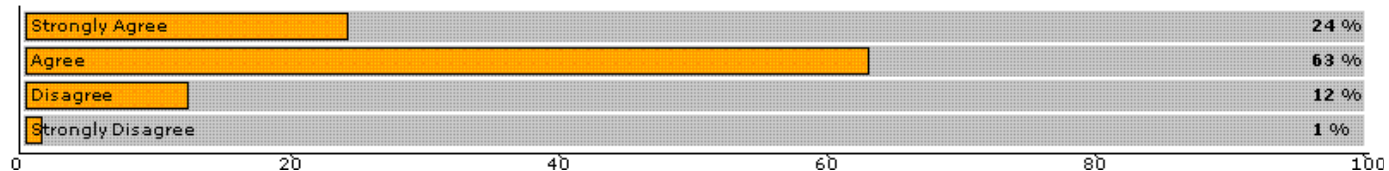
42.1: Communicates openly and honestly



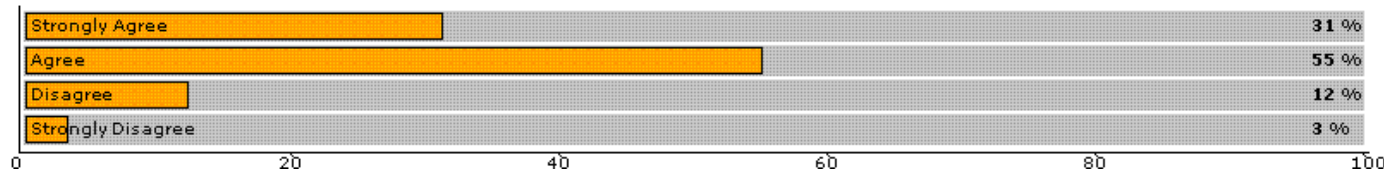
42.2: Is approachable



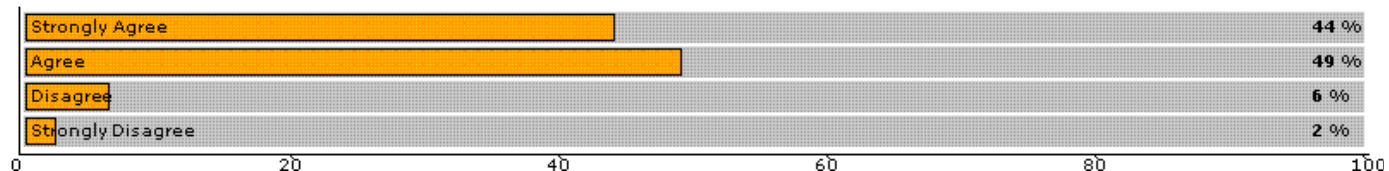
42.3: Encourages new ideas



42.4: Listens to you



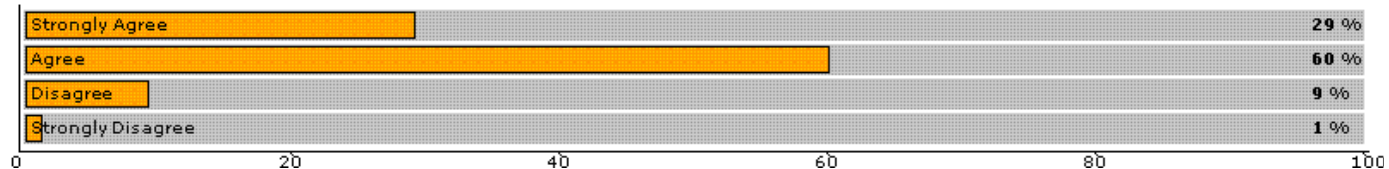
42.5: Provides strong leadership



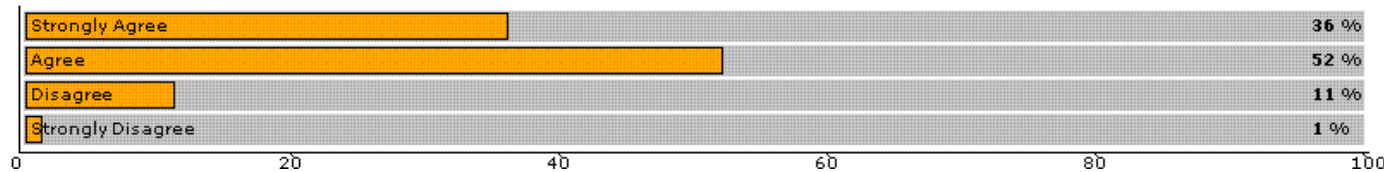
Page #10

Rupert Farquharson

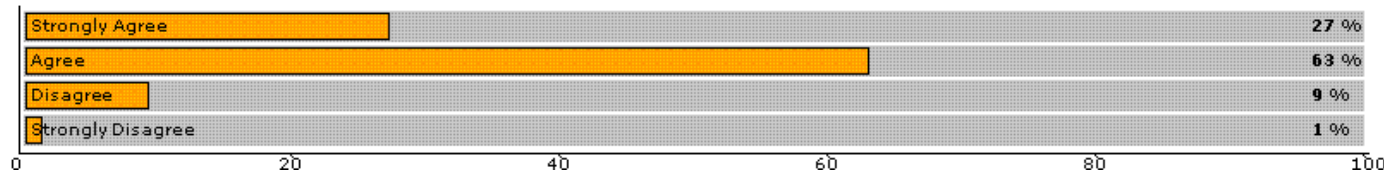
43.1: Communicates openly and honestly



43.2: Is approachable

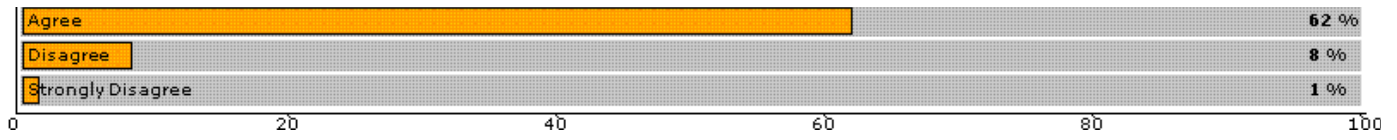


43.3: Encourages new ideas

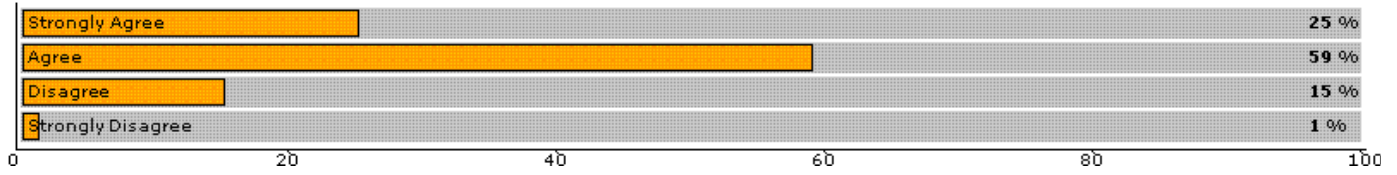


43.4: Listens to you





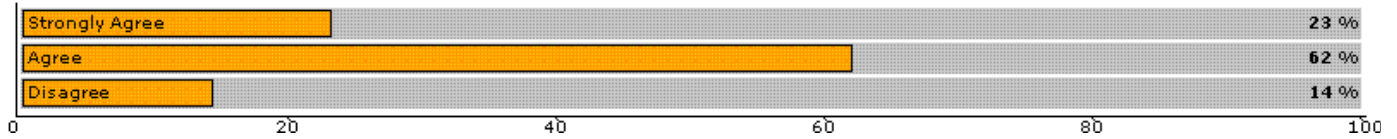
43.5: Provides strong leadership



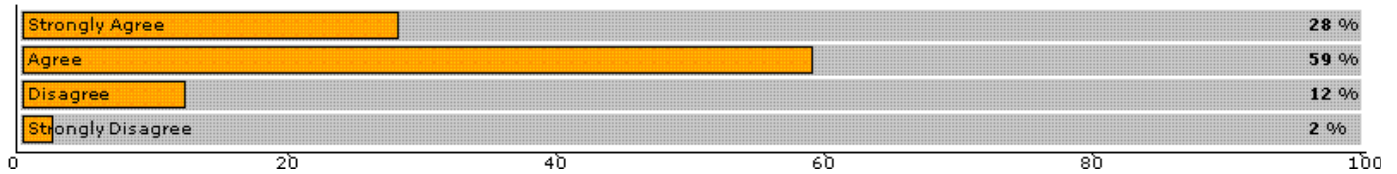
Page #11

Stephen Pugh

44.1: Communicates openly and honestly



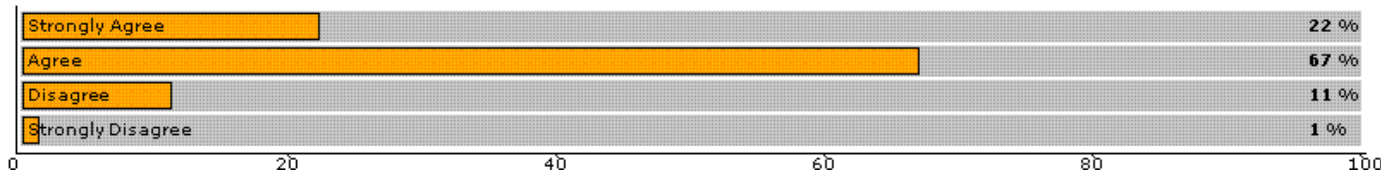
44.2: Is approachable



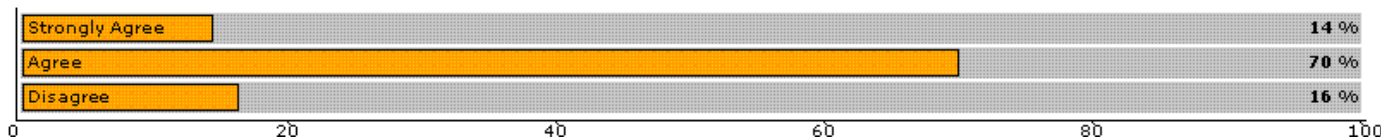
44.3: Encourages new ideas



44.4: Listens to you

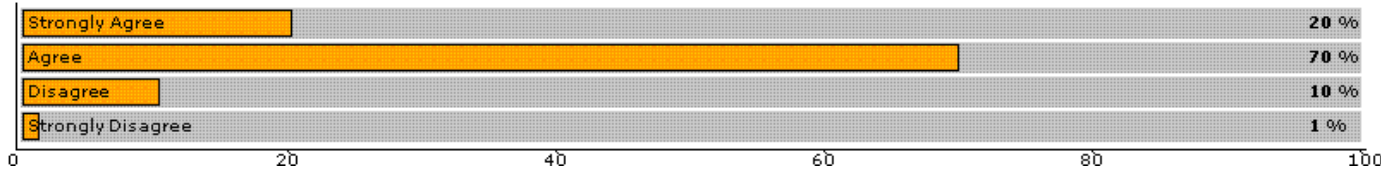


44.5: Provides strong leadership

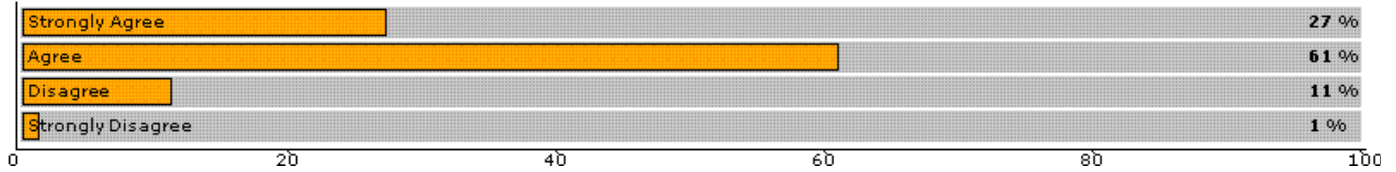


Rob Flanagan

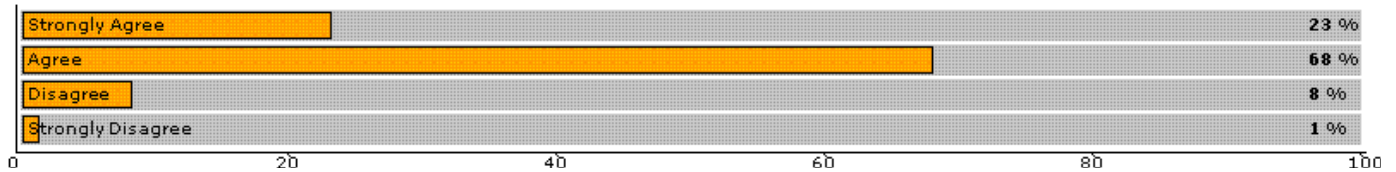
45.1: Communicates openly and honestly



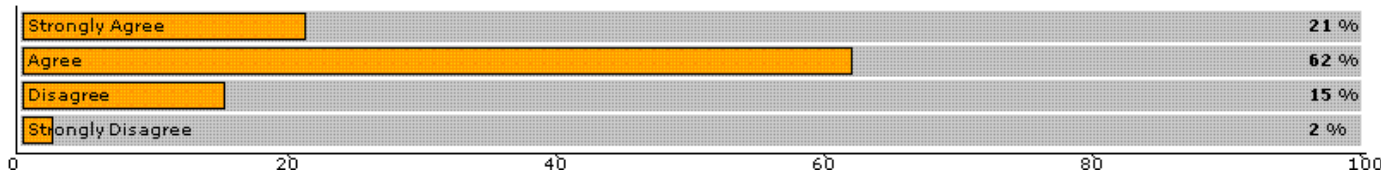
45.2: Is approachable



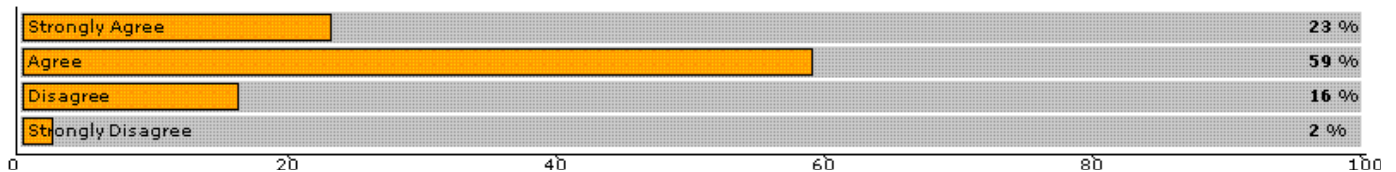
45.3: Encourages new ideas



45.4: Listens to you

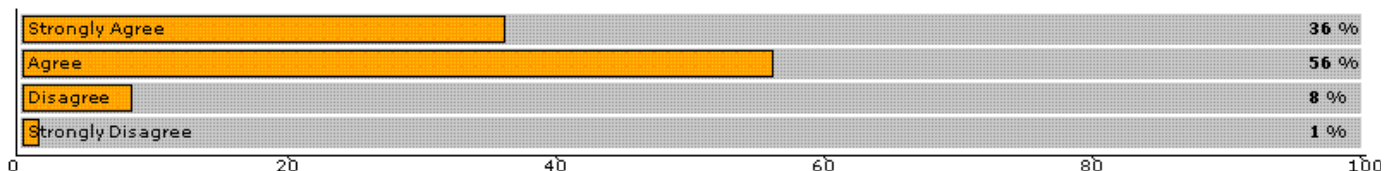


45.5: Provides strong leadership

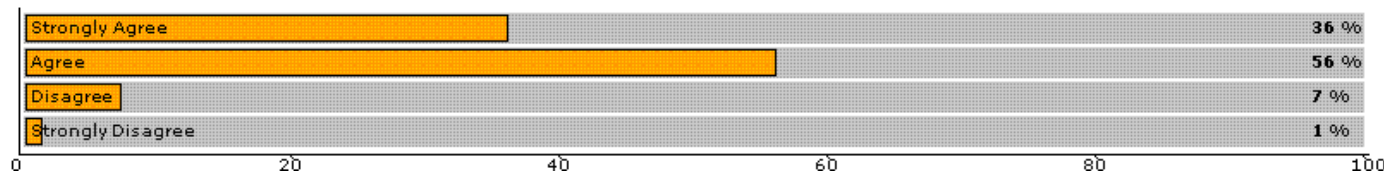


Andy Wood

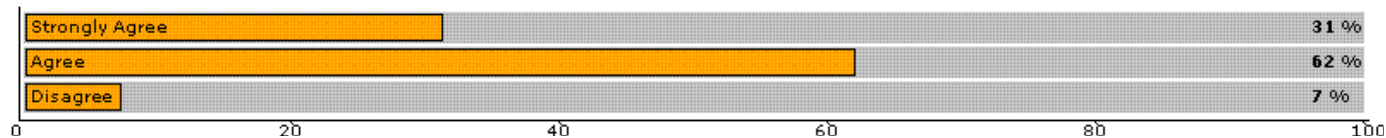
46.1: Communicates openly and honestly



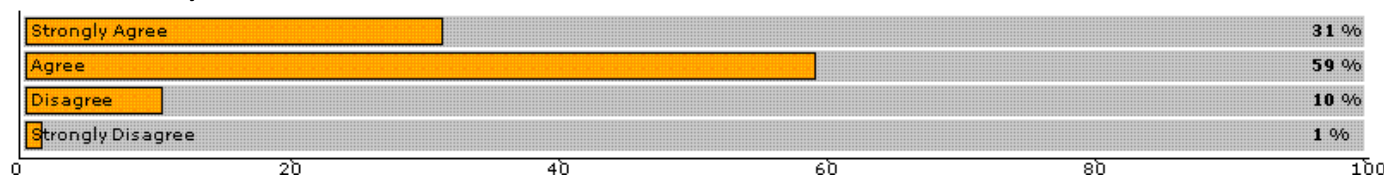
46.2: Is approachable



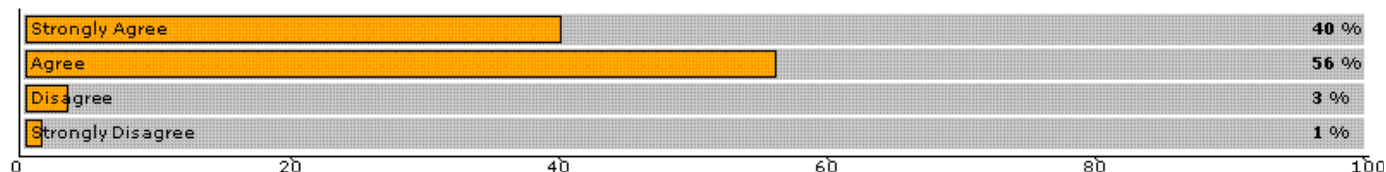
46.3: Encourages new ideas



46.4: Listens to you



46.5: Provides strong leadership

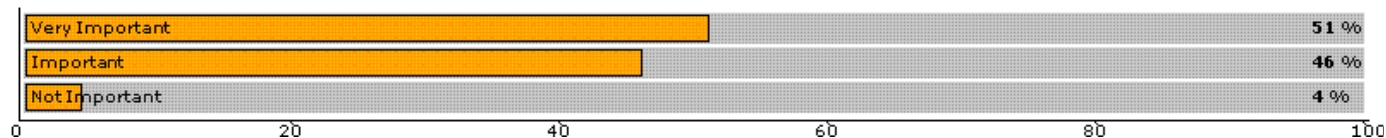


Page #14

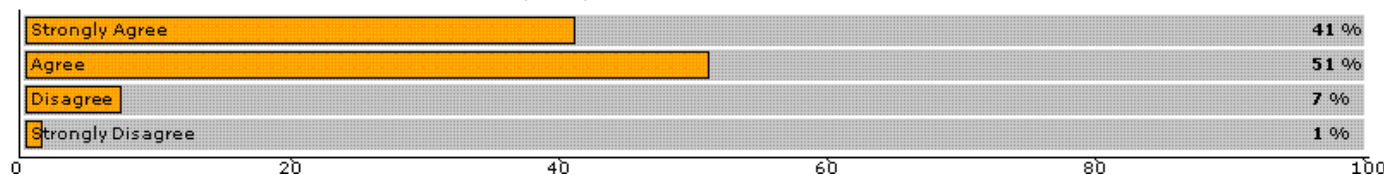
Community

We value our place in the community, and work to enhance the quality of local life

47: How important is this company value to you?

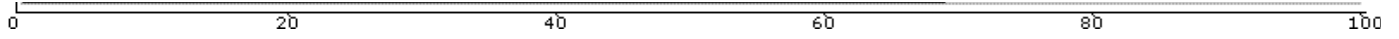


48: I believe that our business enhances the quality of local life



49: During the last 12 months, have you done any voluntary activities?

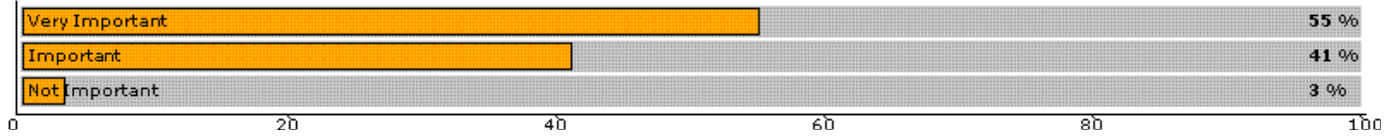




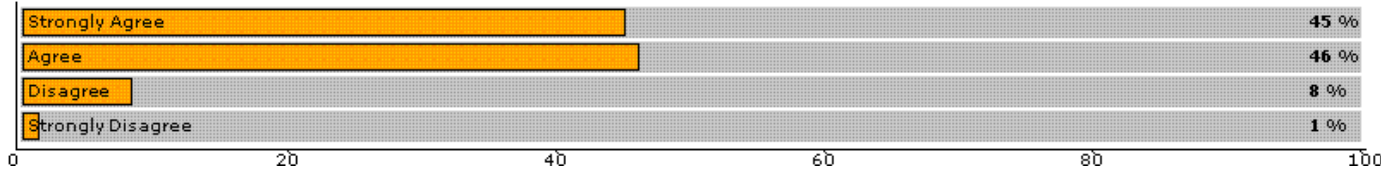
Pride

We take pride in all that we do, aiming to be a beacon to inspire others

53: How important is this company value to you?

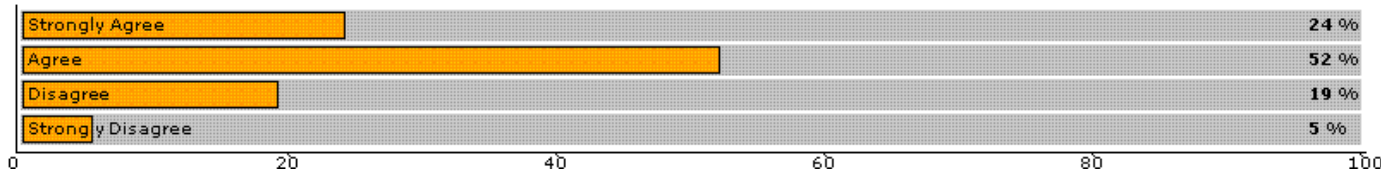


54: I feel proud to work for Adnams



Well-being

55: Management shows a sincere interest in my well-being



56: The well-being treatments are valued

