

Case study

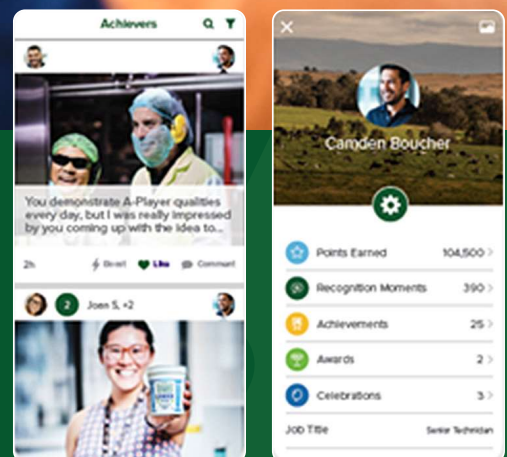


B VALUED: EMBEDDING A SET OF UNIFYING VALUES AND BEHAVIOURS

From September 2022, we rolled out B Valued, a new Group-wide reward and recognition program for employees.

Linked to our values, and the recently defined behaviours that support those values, B Valued celebrates our people. It enables peer recognition to be accessible and visible to all employees irrespective of their location and function. The program can be accessed via mobile or desktop devices easily and in a timely manner. Although this does not replace a need for face to face, meaningful and timely recognition, it does allow for specific values-based behaviours to be reinforced and rewarded and encourages all our people to be on the lookout for these values and behaviours in others on a day to day basis.

The program reinforces and embeds our newly defined behaviours which are the culmination of work to bring together staff members from across the whole business and transform us into "One Bega".



These new, shared behaviours reflect the organisation we aspire to be.

More than half of our employees have accessed the program with 70% of managers sending recognition moments each month.

In the last six months:

- 83% of employees have received at least one recognition
- 52% of employees accessed B Valued each month
- 94% of managers have recognised their colleagues
- 16% of recognitions have been sent outside of the person's usual work group