

Ways to thrive Everyone. Every day. Everywhere.

Our hybrid work model is designed to meet the needs of our employees, recognizing that to be our best, we need to support our people in being their best.

More than a checklist of dos and don'ts, our hybrid model is about embedding a talent-first mindset across the business, where your work is judged on your performance and results rather than when and where you do it.



Hybrid? We've got that!

One size rarely fits all...

so we now have three modes of working:

	 Mostly in-office	 Flex	 Mostly virtual
What this looks like	These roles require mostly in office or on-site working. Employees would spend 4/5 days per week in person on average.	These roles flex between virtual work and in-person collaboration. Each week may look a bit different, but typically on-site or in office presence will happen more than 1x/month, but less than 4/5 days per week.	These roles are based virtually and don't require regular in-person engagement. Employees in these roles will typically be on-site or in office less than 1x/month.
Which roles does this apply to?	You might be someone who uses specialist equipment on site or need a high degree of in person interaction. Or you might require close direction from a supervisor for training or because regulatory requirements make this best practice. Or you might prefer to be office-based for productivity or other personal reasons.	We expect most people and roles will fall into the flex category. There may be times where you need to be in the office more or less depending on the work to be completed. You might prefer a mixture of at home and in-person working. Work patterns will be re-assessed quarterly.	You will be in a role that requires little in-person interaction. Instead, you will be predominantly working on individual, focused tasks or working with highly dispersed teams. You will be experienced in your role and able to work without close supervision. You will generally need to be on site less that once a month based on business needs.
Where can I live?	Within reasonable commuting distance. You will be responsible for any costs associated with your commute.	Within reasonable commuting distance. You will be responsible for any costs associated with your commute.	Commute is less of an issue. The business will support business travel for any pre-planned business meeting or collaboration.

What's right for my role?

There isn't a simple answer to this. The magic happens when you openly discuss your preferences and needs of your role with your manager and team and agree on what's right based on the work you do and what you deliver for the business and our customers.

