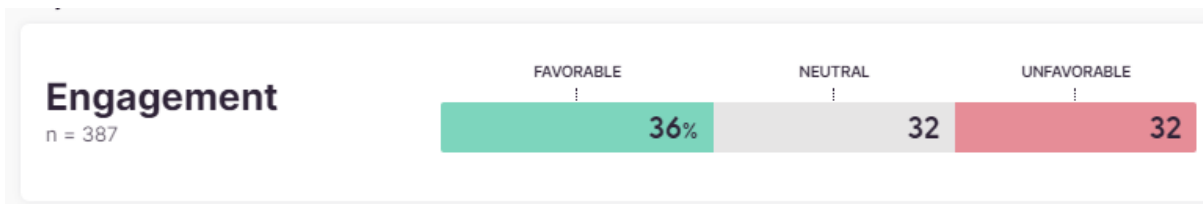


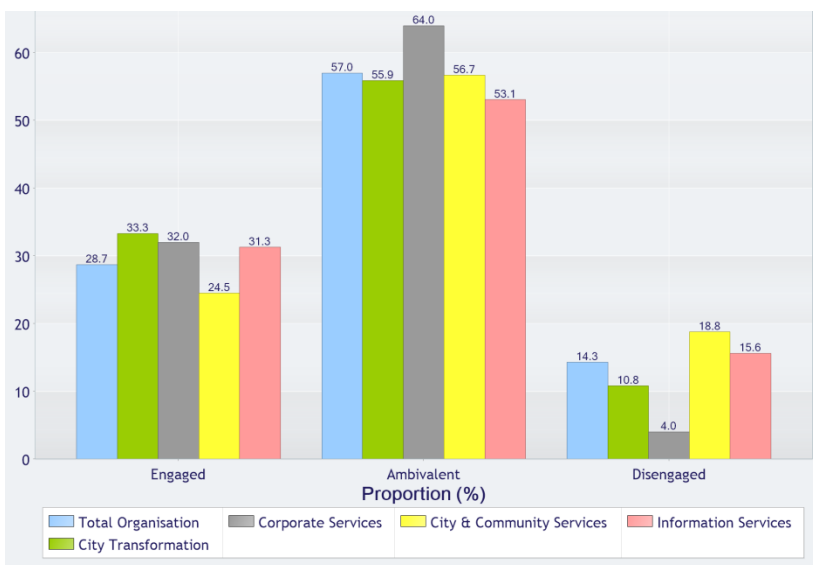
Survey Engagement Profiles 2011 - 2021

June 2021

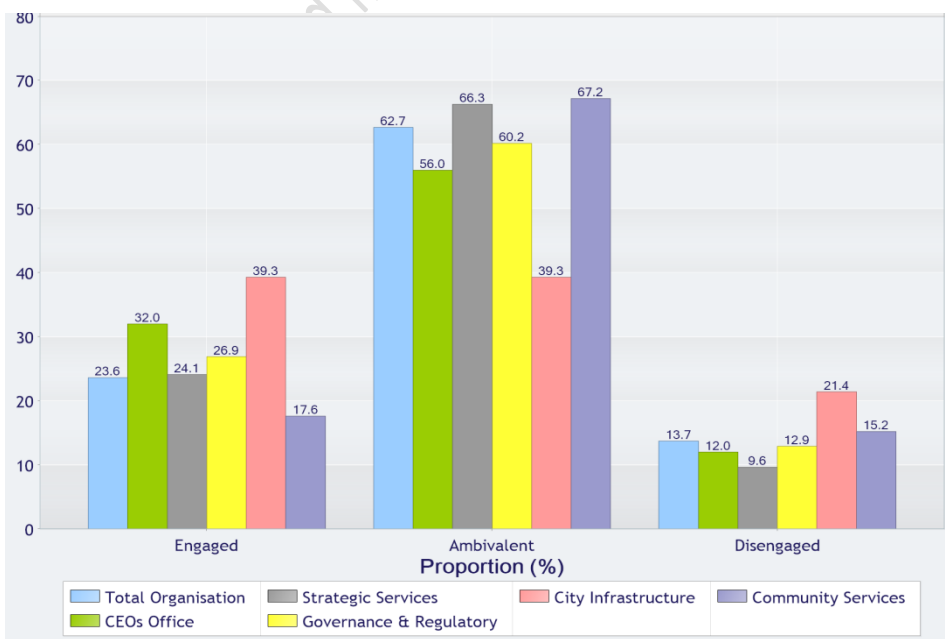


Due to our survey partner IBM/Kenexa withdrawing from the market in 2018, and internal capacity to identify a new survey partner and introduce a new survey tool, no surveys were undertaken in 2019 and 2020

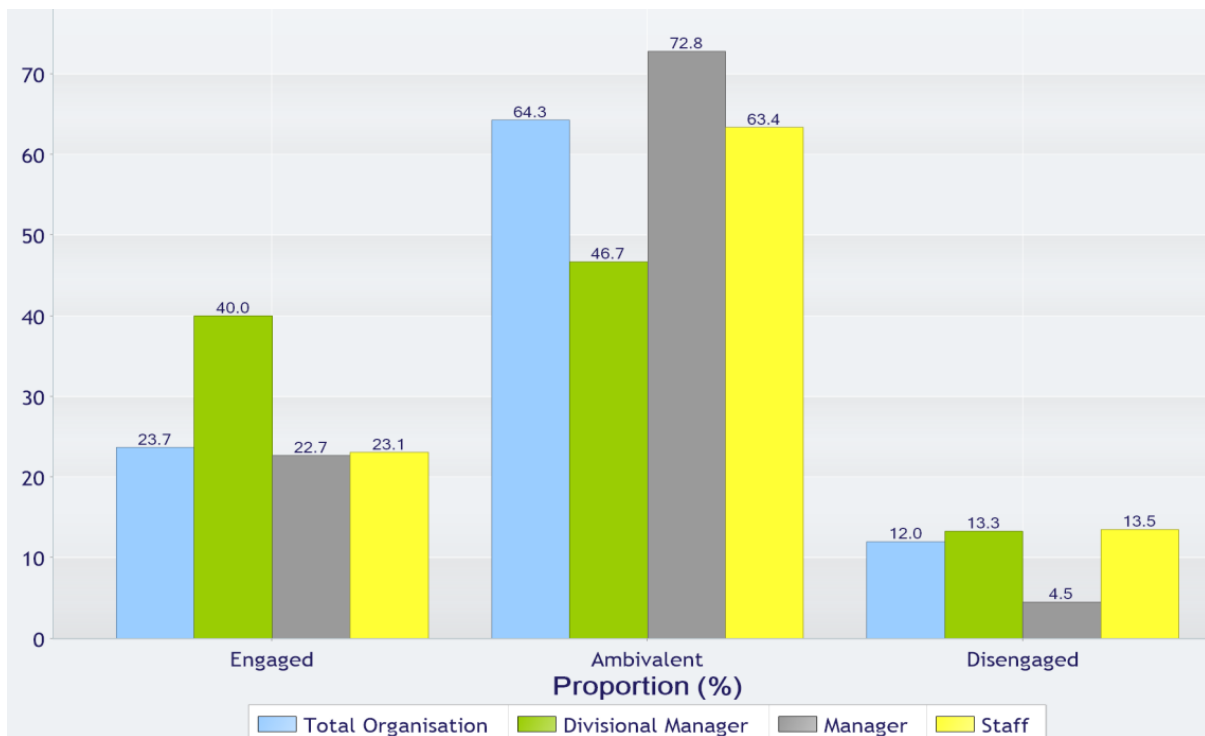
May 2018



Feb 2017

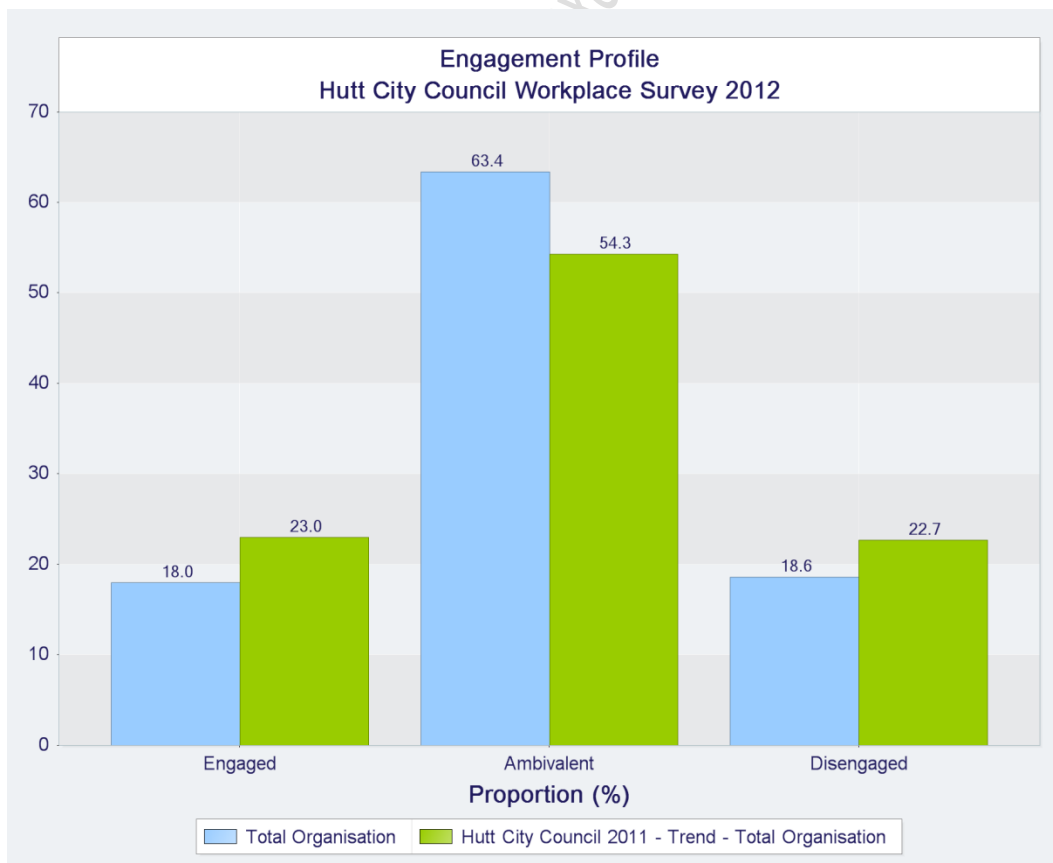


March 2016

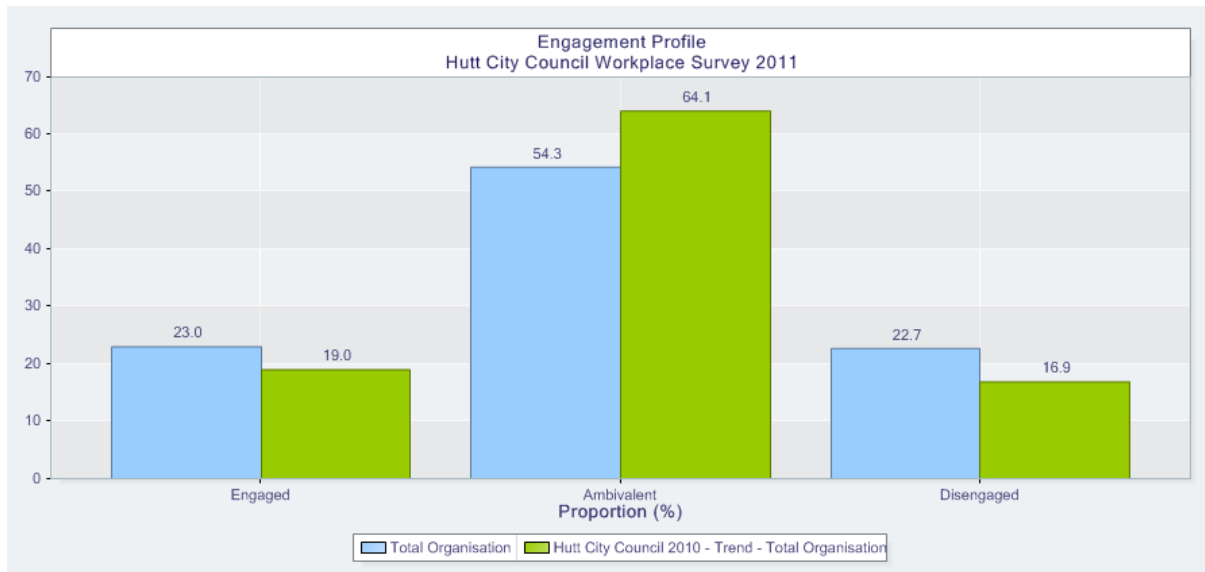


November 2014 – couldn't access the engagement profile

November 2012



November 2011



Decision released from public excluded business & 3