



We want to be an employer of choice by putting our people, their potential and wellbeing at the heart of all we do

Our progress

230 people attended talks and training sessions during Health & Safety week

63% increase in EPIICC awards

7 individuals took part in a leadership development programme

13 individuals took part in a management development programme

PEOPLE



Who we are

We are very proud that 2023 has been a year of positive impacts across the People pillar of our Sustainability Roadmap. Much has been achieved – including accreditation to the Great Place to Work™ (GPtW) framework; investments in high-quality staff training and development programmes; and we’re making a real difference through early careers and apprenticeships.

Our values

We do everything with passion

We care about our technology, our products, our partners and each other

We are innovative

We always look for new, better solutions

We have integrity

We deliver on our promises

We are creative

We push the boundaries of what’s possible

We are collaborative

We work together as a team and with our clients

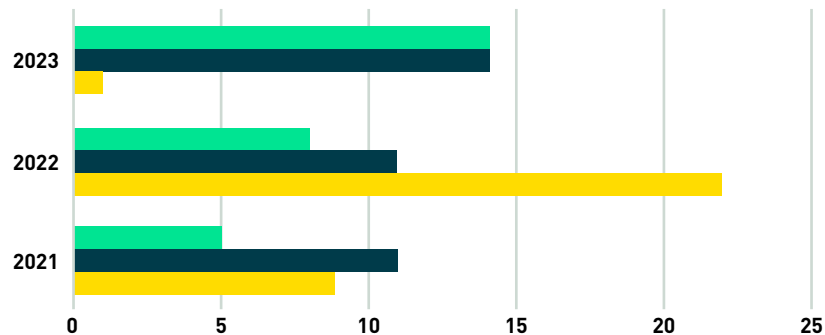




Safety comes first

Achieving Zero Harm remains a key focus of our Sustainability Roadmap. This year, our Continuous Improvement Team led the way on Health & Safety with a whole host of engaging learning-focused activities. This included an ‘escape room’ during Health & Safety Week, presentations from external speakers and training sessions attended by 230 people. The feedback has been fantastic and staff engagement levels have been high – and we are already looking forward to Health & Safety week 2024.

Xaar's UK Health & Safety Numbers



3992
days since our
last RIDDOR

*Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

- Near Misses
- Incidents
- Accidents

In 2023, we changed our system for reporting H&S incidents and capturing details. This means year-on-year comparisons are not like-for-like



New Safety Concern System

In 2023, we designed and launched our new Safety Concern Reporting System. This allows us to look at leading indicators and gather more detail from employees. Thanks to our new system, we have seen an increase in engagement in health and safety – which helps us ensure ‘safe working’ is embedded within our workplace culture.



**SAFETY IS
NO ACCIDENT**



Becoming an employer of choice



Great Place to Work Certification

People are at the heart of any business, and Xaar is no exception. In our Sustainability Roadmap, we made a firm commitment to become an 'employer of choice'. To achieve this, we recognised that we needed to gain a better understanding of our workforce.

External validation of employee feedback is essential. We chose the highly-respected Great Place to Work™ (GpW) framework, the global authority on workplace culture, to help us ask the right questions and gather data.

We were absolutely delighted to confirm our official accreditation as a Great Place to Work Certified™ organisation in May 2023.

What's next...

Certification was just the beginning. Following the GpW survey results, we established four focus groups with employees – including frontline managers, younger employees and representative group. This provided a forum to deep dive into their experiences and areas for improvement. Using this insight, we hope to continue to both retain and attract the very best people and become an 'employer of choice' across all our Group businesses.

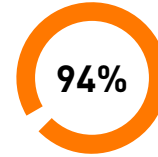
We're proud to be Great Place to Work Certified™
Key metrics from our Great Place to Work survey



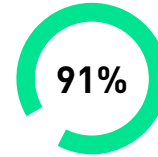
Of our people say they are treated fairly regardless of their race or ethnic origin.



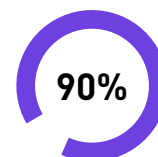
Of our people say they are treated fairly regardless of their sexual orientation.



Say Xaar is a physically safe place to work.



Report that you are made to feel welcome when you join Xaar.



Of our people say are treated fairly regardless of their gender.



“

Organisations which put the employee experience at the heart of their business gain their employees' trust and, in turn, are truly able to build a great workplace culture that delivers outstanding business results.

Benedict Gautrey

Managing Director of Great Place to Work® UK.

Investing in our people

We are really proud of the work we are doing to drive positive impacts among our employees. Regardless of age, length of service or experience, we have a firm belief that training is valuable and helps to build confidence, competence and nurtures future talent, too.

How we're developing skills & nurturing future talent

- 1 Gaining clarity on the aspirations of our workforce.**
We have changed the format of our Individual Development Plans to make it easier for employees to tell us their career aspirations and development goals.
- 2 Building skills through Continuous Professional Development.**
We continue to see a strong appetite for learning and opportunities to invest time in their career development. We are delighted that so many employees have achieved industry recognised qualifications in 2023.
- 3 We adapt our training to meet the changing needs of the business.**
We continue our commitment to invest in the learning and development of our employees. We work hard to ensure we offer high-quality, timely learning opportunities that meet employee development goals and support the growth of our talent pipeline.



“
In any business, it's the people who deliver the strategy, and we need to ensure our workforce has the skills, knowledge and experience to do that. And we need to do this in a way that works for them.
”



Helen Clifton
Learning & Development Manager, Xaar

Nurturing future talent

Haiden Williamson is on a four-year Engineering Apprenticeship in Mechatronics / Advanced Engineering. He will complete his course in 2026.



My Apprenticeship journey

I've really enjoyed my Xaar Apprenticeship journey so far. It's been fantastic working with people from all over the country and from a variety of backgrounds. I think apprenticeships give you a chance to tailor your skills to a specific environment and get straight into the workplace. The education is great as well as the hands-on experience. Although my Apprenticeship with Xaar is in a niche area, I know my skills can be transferred to a variety of fields and sectors.



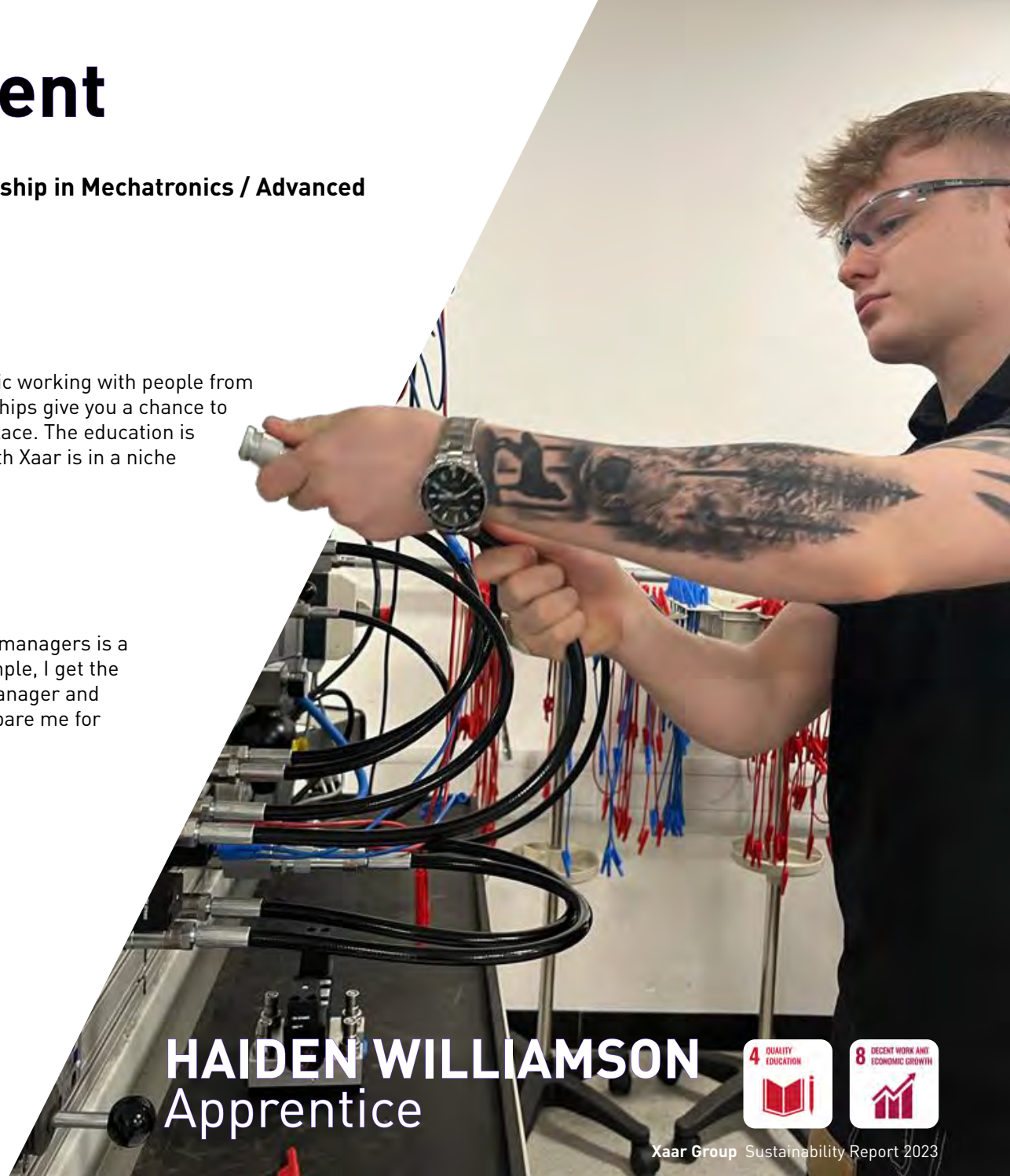
Skills I'm learning

Every day, I learn something new and valuable. But learning to present to managers is a skill for life – and I'm getting plenty of experience of this at Xaar. For example, I get the opportunity to practise my skills in monthly review presentations to my manager and team leader. I really appreciate the help I've had from our HR team to prepare me for these meetings.



Stand-out achievement

I'm so proud that my work is making a real impact on the business. For example, I investigated the commercial case for replacing the halogen tube lighting with LEDs in our Huntingdon cleanrooms. I was asked to present this project to our COO Graham Tweedale – and explain how this would save Xaar around £15K per year. Graham has now asked me to roll out this idea across the business. So, my next job is to prepare to present to various departments.



Haiden Williamson
Apprentice





Personal development

Alex Sandford is a Shipping Coordinator, based at our Huntingdon site. He completed a Level 3 Business Administration Apprenticeship with Cambridge Regional College in 2023 while working in Xaar's Logistics Team.



What I've learnt at Xaar

I learnt so much! Organisational skills, project management, communication, public speaking/presenting prioritisation within a schedule – and I have gained more self-confidence too. The positive team spirit and personable culture has really built my confidence. This has accelerated my career pathway, and it also has a positive impact on my social interactions outside of work.



What is it like to work at Xaar?

I recommend Xaar to any young professionals or students who are looking for a place to start their careers. I think Xaar's culture is very supportive – this experience has enabled me to develop skills that will stay with me for life.



What's next for me?

I am really eager to build my career at Xaar and I look forward to developing my leadership and management skills. Having already completed two 'Dangerous Goods' courses, it's encouraging to know that personal development is taken seriously at Xaar and is made accessible to every employee. I know I can build on my skills and continue my journey at Xaar.



ALEX SANDFORD
Shipping Coordinator



Bridging academia and industry

Jing Shi is a Research Associate from Queen Mary University of London. Her area of specialism is the drying of inkjet droplets and droplets formation during inkjet printing of complex fluids, and multiphase flows.

Jing spent the last two years working with Xaar’s R&D team as part of a Knowledge Transfer Partnership (KTP) programme which is co-funded by Innovate UK and Xaar. At Xaar, her work has focused on characterising the complex rheology and jetting of model dispersion inks, comparing them to those without particles. Jing’s research project has been well received and was delivered on time. It has now been published in the Physics of Fluids scientific journal.

“Working with Xaar has been a brilliant opportunity to gain deeper industry knowledge and utilise my work to progress against real industry challenges. I felt very welcomed by the Xaar community right from the outset – everyone I have worked with has been incredibly supportive.

“The whole experience has been very rewarding. It has enabled me to gain hands-on experience which really builds on the knowledge I acquired through my time in academia. This project has brought innovative ideas to a real-world context and it has given me an insight in real industry challenges.

“The KTP benefitted my career in so many ways. Xaar’s investment in my personal development has enriched my skillset – particularly my soft-skills. For example, I was able to attend training on management and assertiveness as well as presentation skills and a technical workshop on inkjet printing. The value here is that I can carry these skills with me, wherever my future lies.”



Dr Jing Shi
Research Associate





Delivering on wellbeing

Prioritising wellbeing is a business imperative, and it has been a key part of our journey towards becoming an ‘Employer of Choice.’ We also recognise that if companies want to attract and retain talent, they need to operate differently.

During 2023, we made significant investments in time, resources and external frameworks to support wellbeing. The work we have done supplements our existing Wellbeing Strategy – and takes us to the next level.

New for 2023, has been the introduction of the **Xaar Knowledge Hub**. Through the Hub, our employees have easy access to information on financial wellbeing, mental health and physical health. via a confidential 24/7 helpline, support guides and informative videos. This facility supplements the valuable work of our Mental Health First Aiders.



“
The Great Place to Work employee survey results gave us a firm foundation, upon which we can build our People Strategy. It enables us to delve into what people really want and put in place the wellbeing measures they’ll connect with. We want to choose the things that really matter and do them well.



Sue LaVerne
Chief People Officer, Xaar Group

