

# OneFamily EVP



invested  
in people



invested  
in innovation



invested  
in growth



invested  
in progress

# Purpose, Vision & Values for 2024

This work has led to the development of a refreshed framework that we are in the early stages of rolling out now

**Our Purpose**

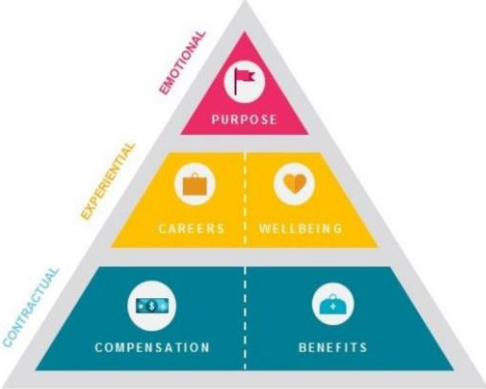
To Create & protect value for our member

Our vision is inspiring better futures.

- We deliver on our vision by improving the financial wellbeing of those who need our services most whilst also supporting communities and the wider environment for the benefit of everyone.

**Vision**

- As a dynamic mutual we strive to impact the financial services market by offering financial products, services and advice that benefit the communities we serve.
- **Our heart is in benefitting our members, but our head is always focussed on the commercial marketplace**



**New Internal Values & Behaviours**

Our company values are those we want to see reflected in our people:

Each of our three values feeds a supporting set of behaviours.

Together these behaviours set a universal code that directs how we act at work as individuals and importantly, how we expect our fellow colleagues to act when they work with us too.

Principled	Courageous	Effective
Inclusive Fair Caring Supportive Respectful	Brave Bold Dynamic Determined Decisive	Smart Commercial Innovative Rigorous Delivery focussed

Our EVP is both a statement and a package of beliefs & programmes that our employees buy in to and benefit from  
The OneFamily Statement that was launched on 02/11/2023 is:

**‘At OneFamily we empower our people to lift the lives of others’**

Because the need to serve the underserved is both important and urgent we look to smart, dynamic, principled people who believe what we believe to help us deliver and make a difference.

The Platform that will host our EVP is



We will be communicating the opportunities, schemes, programmes and initiatives that will enable, support, inform and empower our colleagues, through the different Invested pillars of: People, Innovation, Growth and progress



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# Invested in people focus

With the launch of **Invested in 2023** and the promise to colleagues is that this is the start of a new era at OneFamily; alongside a corporate objective to create and enable a Courageous, Principled and Effective team – It is imperative that we live up to these commitments and promises.

Creating an inclusive culture is one step that we can take to ensuring this.

**Inclusion and Belonging** need to be fostered and embedded throughout the whole employee lifecycle



Underpinned by an environment where all colleagues feel **psychologically safe**

# Inclusion and Belonging

