

## Phoenix Group Holdings plc – Director for Workforce Engagement

### Role of the Director for Workforce Engagement,

- act as primary contact in facilitating and developing communication between colleagues across the Group and the Board.
- develop and implement employee engagement initiatives, whilst providing an “Employee Voice” to the Board by raising relevant matters, or issues of concern, highlighted by the workforce.
- challenge the executive directors, as needed, as to the way in which workforce engagement is undertaken and steps to be taken to address workforce concerns arising out of business-as-usual activities
- provide feedback to the Board on various colleague related areas, including the following:
  - any areas of concern that the workforce have raised and discuss these with the Board;
  - *how the organisation communicates across the Group, (given the volume of organisational change and various transformation projects);*
  - how Phoenix’s strategic purpose is understood by colleagues;
  - the cultural differences across the Group; and
  - *the focus the Board have on colleagues’ aspirations for development and making a broader contribution.*
- liaise with the Board in order to take appropriate steps to evaluate the impacts of Board proposals and developments on the workforce.
- provide feedback to the Employee Forums and colleagues across the Group on steps taken to address colleague related matters, issues and concerns.