

# Flat hierarchy

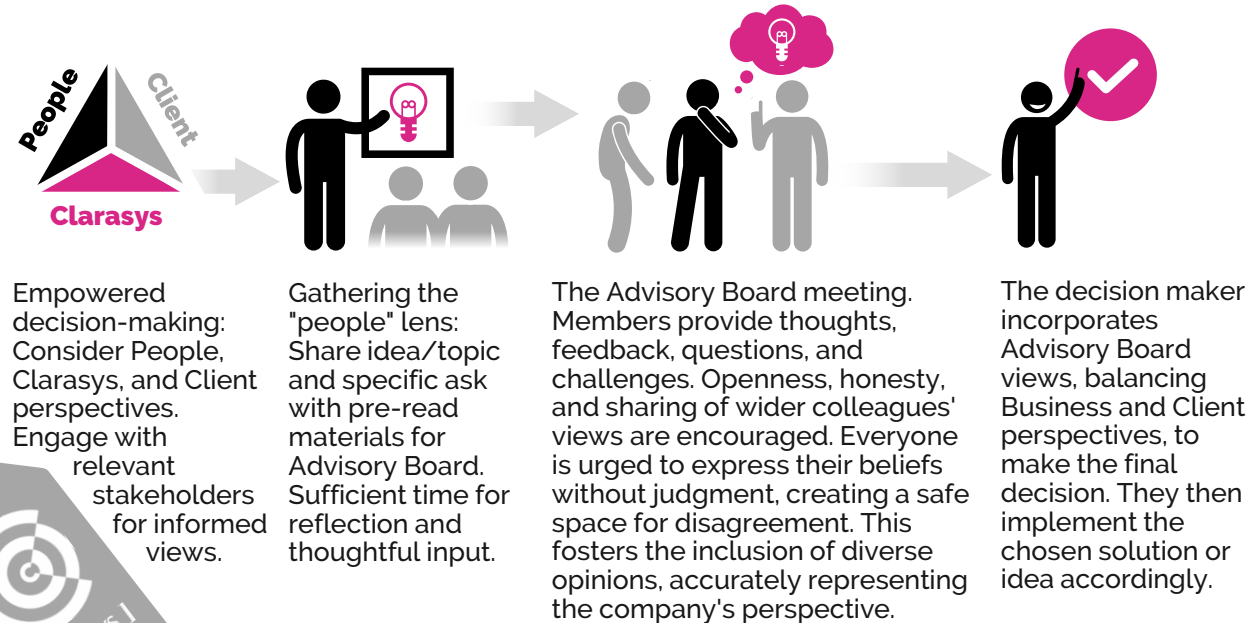
## Employee Ownership Trust (EOT)

We're an employee-owned business where everyone is encouraged to act as an owner. With a flat hierarchy, we value and empower every voice, treating all individuals equally, regardless of their role, salary, or experience level.



## Advisory Board Process

**Advisory board:** Chaired by EOT rep, biweekly calls, adhoc meetings if urgent. Representation from all employees, from CEO to our most junior staff - all with an equal voice. Here's the process:



## Our Feedback Culture

Feedback at Clarasys is about...

- Driving quality.
- Helping colleagues develop personally.
- Creating a culture of continuous improvement.
- Being true to our purpose and creating the right environment for everyone to help make a difference.

## Learning dialogues...

- Are essential for personal growth and development, providing an opportunity to achieve our objectives in a supportive and honest environment.
- Encourage a mindset focused on helping others rather than projecting our own views of what constitutes "good."

[ CLARASYS ]