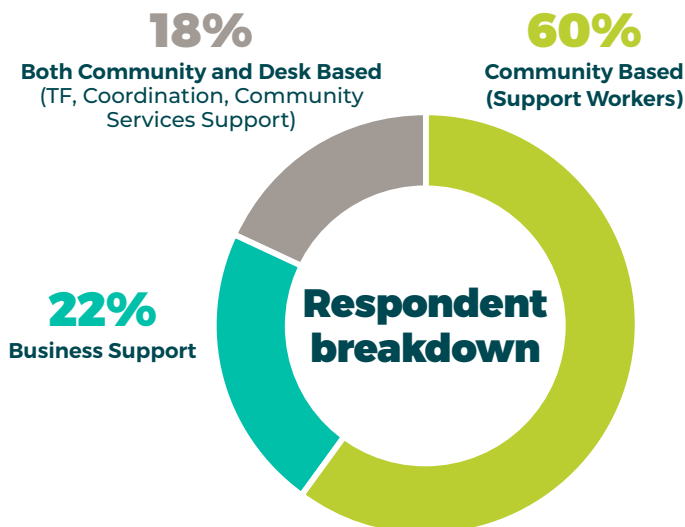


# What our Pulse is telling us.



## Colleagues responded

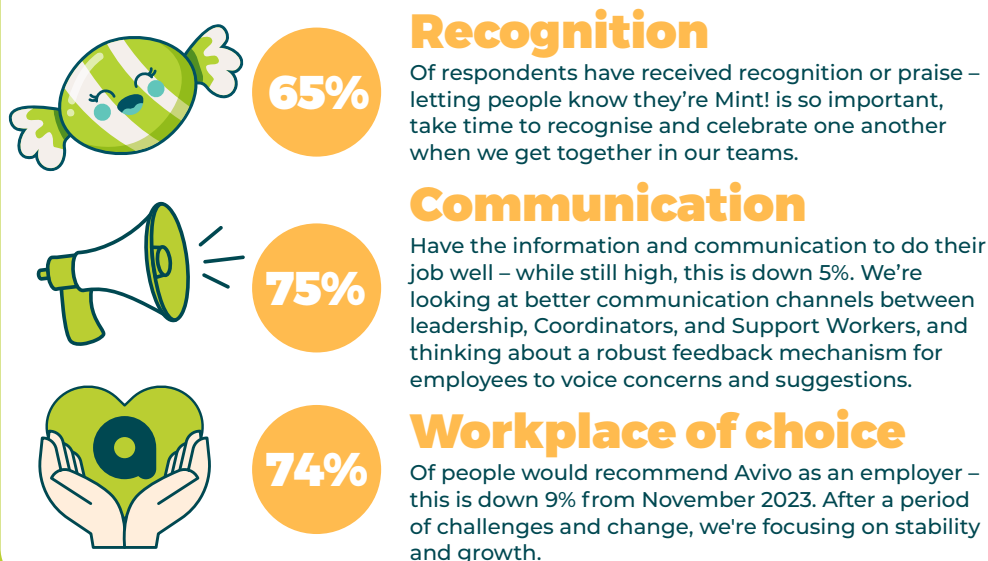
42% response rate  
(down 13% from 2023 survey)



### What's going well:



### We need to pay attention to:



“I would like to say thanks for the working flexibly opportunity we have as it makes a big difference to my quality of life.”

“I also enjoy making the customers day. I'm passionate about my job at Avivo and strive to work to the best of my ability and share a little love and happiness around.”

“The team that I work with are very supportive and uplifting, they will always hold the space for you when needed.”

“I'm able to work hours/days that suit me, even though we work alone we have the backup of our team/office.”