

Our People

At Thorn, we have a culture of innovation, recognition, learning and development. We believe in investing in our team members and actively seek to empower, encourage and support all of our staff to fulfil their potential and express ideas that not only drive the company forward but allow our people to take charge of their careers across our multiple brands and divisions.

We have a number of programs and initiatives in place that recognise the importance of our employees, customers, shareholders and the wider community which are key to driving a positive, fun and friendly culture as well as providing a great place to work for our valued employees.

This year we launched our own employee program called LION.

LION stands for Leadership, Innovation, Ownership and Nurturing, and includes a branded employee program with the central vision being “making it happen” which is at the core of what we do at Thorn, for our customers, partners, investors and employees.

The program is about recognising the different characteristics of our employees but also unifying the brand, across its different divisions.

The LION branding is used across different initiatives such as:

- One brand uniting all Thorn employees
- Social events, birthday emails to all employees
- Rewards and incentives
- Education and motivation

As part of reinforcing our culture among employees, we encourage people to be involved in our fundraising activity and give them a sense of feeling empowered by giving back to the community.

An example of this was a fundraiser for the Children's Tumour Foundation we organised at last year's annual conference where teams had to complete a 180 km Kayak challenge at Main Beach. There were 20 teams and each team member took turns paddling to reach the target. The teams raised \$20,000 for CTF.

On a more regular basis, we organise lunches and other events throughout the year for fundraising.

This year we also launched the nationwide Employee Assistance Program, which provides up to six free confidential counselling sessions for staff members and their families. Led by not-for-profit organisation, AccessEAP, these sessions can assist with any personal, family or work related issues.



LEARNING AND DEVELOPMENT
Making it happen

