



### Retirement specialist Just Group unveiled as one of UK's 100 Best Large Companies To Work For 2021

- Just Group also ranked 18<sup>th</sup> in Financial Services' 30 Best Companies To Work For
- Strong performance reflects Just Group's commitment to helping colleagues through the coronavirus pandemic and support for the local communities it is based in
- Just Group is a leader in the retirement income, care and defined benefit de-risking markets

**Just Group**, the FTSE 250 retirement specialist, has been named as one of the UK's 100 Best Large Companies To Work For.

Just Group was also ranked 18<sup>th</sup> among Financial Services' 30 Best Companies To Work For, driven by its mission to help people achieve a better later life and strong social purpose within the business.

In a year of uncertainty for everyone, Just Group has worked hard to keep its people connected, safe and with the ability to contribute positively to their local communities. The entry into the UK's 100 Best Large Companies to Work For List shows how colleagues have valued the support and opportunities the company has offered them.

Best Companies To Work For Lists and Best Companies Accreditation are viewed as setting the standard in workplace engagement, showcasing organisations that care about doing things right, that value their people and understand the importance of a truly engaged workforce.

Accreditation is based on an impartial and independent survey of all colleagues which is assessed and analysed by Best Companies.

Some of the initiatives put in place by Just Group to help colleagues respond to the pandemic.

- Immediately increasing remote working capacity from around 300 to over 1,000 and within three weeks equipped 99% of colleagues with new technology and equipment to enable them to work from home productively.
- Encouragement and freedom to support local volunteering opportunities to help the community manage the challenges presented by the pandemic.
- Quickly introducing flexible working arrangements to help colleagues meet their caring responsibilities and the challenges of working from home.
- Promoting a suite of measures to support colleagues' wellbeing. These included free corporate subscriptions to Headspace and LinkedIn Learning, online social events and yoga classes, and a series of webinars with expert speakers and support groups to help colleagues meet some of the challenges presented by the pandemic.
- Increased communication from the senior team to thank colleagues for their agility in adapting to such sudden change and to keep them up to date on the business' progress.

**Kathryn Gray, Chief People Officer at Just Group**, was delighted that the business had been recognised for its commitment to colleagues and wider support for the community as a major local employer.

“Supporting the wellbeing of our colleagues and ensuring the delivery of critical services to customers have been clear priorities in our response to the pandemic. Homeworking was a significant change for a predominantly office-based community.

“We’ve worked very hard to ensure our colleagues have had the resources and support they need to react to this change and we are very proud of how brilliantly they have responded.

“Our colleagues have demonstrated resilience and agility in adapting so positively to the change and throughout it all have maintained the delivery of all our services to customers, many of whom are in the more vulnerable groups. Some colleagues have actively contributed and volunteered in their local communities and we have been flexible in helping them deliver this local support.

“We’re so proud our teams’ efforts have been recognised with a spot in these coveted Best Companies lists.”

**Case Study: Lucy Prouten – Medical Underwriter**

Volunteer first aider with St John Ambulance at Horley & Gatwick, as well as at the mass vaccination centre at Epsom Downs Racecourse

*“Just Group is strongly committed to colleague development both in and outside work and this was reflected by offering me the flexibility to work shifts in the A&E department of a local hospital and to train as a vaccinator to assist during the vaccine roll-out.*

*“Volunteering has been exhausting and challenging – and at times upsetting – but hugely rewarding to have that opportunity to use my knowledge and skills to help out during the pandemic. There is a real ethos within Just Group of looking after each other and our customers and, at a time of national crisis, it was reassuring and energizing to find my managers so supportive of my efforts outside work.”*

*Pictures of Lucy are available upon request.*

**Case Study: Grace Miller – Events Manager – Reigate & Redhill**

NHS Covid-19 volunteer and local co-ordinator

*“Just Group has always encouraged us to forge strong links with our local communities and charities and was highly supportive when I signed up to be a NHS Covid-19 volunteer, becoming a local co-ordinator ensuring shopping deliveries to hundreds of older families who could not leave home during the pandemic.*

*“As a business, Just Group doesn’t just ‘talk the talk’ but truly ‘walks the walk’ when it comes to rousing us to get involved in community and fundraising initiatives both at work and outside. There is a strong focus on our wider physical and mental wellbeing and it is great to feel valued when bringing our individual skills and passions into the workplace.”*

*Picture of Grace is available upon request.*

**Case Study: Joanne Emerson – HUB Financial Solutions Retirement Introducer, Belfast**

First point of contact with customers

*“I saw the retirement introducer role at HUB during the lockdown and it immediately stood out for me because of its friendly but efficient approach to customer service and the mix of responsibilities. From the first interview, it was clear how much the company cared about its people and customers.*

*“I’ve been working both from home and the office taking customer calls but with time to learn from each one and with experienced members of the team available to help. What’s great is that the responsibility is shared across the team and there is a genuine desire to help and support one another. Joining HUB Financial Solutions has been a step in the right direction for me and I look forward to learning more and meeting more colleagues as the lockdown restrictions ease.”*

*Pictures of Joanne are available upon request.*

## Enquiries

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### Media

Stephen Lowe, Group Communications Director

Lucy Grubb, Head of Media & PR

Telephone: +44 (0) 1737 827 301  
press.office@wearejust.co.uk

Temple Bar Advisory

Alex Child-Villiers  
William Barker  
Sam Livingstone

Telephone: +44 (0) 20 7183 1190

### Notes to Editors:

#### About Just

Just (Just Group plc) is a FTSE-listed specialist UK financial services company.

A leader in the individual retirement income, care and defined benefit de-risking markets, Just has been trusted to manage £23 billion of customers’ retirement savings and has helped customers release over £5.5 billion from their properties.

Just received a 2 Star Best Companies accreditation in May 2021 making it officially an outstanding company to work for: <https://www.b.co.uk/companies/just-group>

Just provides the following wide range of products, advice and professional services to individual customers, financial intermediaries, corporate clients and pension scheme trustees:

#### Marketed Products

- De-risking solutions for pension scheme trustees who want to remove the financial uncertainty of operating defined benefit pension schemes;
- Individually underwritten retirement income products delivering a guaranteed income for life;
- Long term care plans that provide those people moving into residential care with peace of mind by knowing a regular payment will be made to the care provider for the rest of their life;
- Lifetime mortgages for people who want to safely release some of the value from their home.

#### Professional services

- Regulated financial advice and guidance services for individuals wanting help in using their pension savings and/or releasing some of the value from their home; and
- A range of business services tailored for our corporate clients, ranging from consultancy and software development to fully outsourced customer service delivery and marketing services.

The companies within Just Group are authorised and regulated in the United Kingdom by the Financial Conduct Authority and / or the Prudential Regulation Authority.

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Just Group plc is registered in England and Wales with company number 08568957. Its registered office is at Enterprise House, Bancroft Road, Reigate, Surrey, RH2 7RP. Just is a trading name used by Just Group plc and its group companies. For information about Just Group plc and its group companies visit [www.justgroupplc.co.uk](http://www.justgroupplc.co.uk) or [www.wearejust.co.uk](http://www.wearejust.co.uk). Please contact us if you would like this document in an alternative format.



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