

## Celebrating our female talent



With 70% of our design team female and 67% of our employees female, we feel that we have a lot to celebrate this International Women's Day.

We are marking the day by acknowledging our wonderful in-house female talent.

In this fast moving and challenging commercial kitchen and restaurant design sector, what's notable is the loyalty that all our staff continue to show.

Creating a nurturing environment in which everyone's talent and contribution is recognised has - and always will be - an integral part of how we operate.

Regardless of gender, we support every member of our team to reach their full potential.

Take Helen Davis, our commercial director, as an example.

Helen joined us as a Marketing Assistant in 2002. Seventeen years on, she is now our Commercial Director, responsible for all financial aspects of the business along with marketing, administration and HR.

Another member of our team, Laura Harries, joined us in 2004 as a Receptionist and was promoted in 2008 to Customer Service Administrator, followed by a promotion to Office Manager in 2015. We love to grow our own talent and do everything we can to develop

people. When our designers, Hazel Barnes and Tansin Blankley joined us in 2014 on one-year work experience placements, little did they know that they would return after graduation to become valuable members of our design team.

Tansin has recently become a mum and she plans to return on a flexible hours basis to help balance her work and home life.

Although still on maternity leave, she is still happy to be involved, returning for an occasional meeting, training or team fun day.

She said: "I love being a mum, but I love my job too, so it is great that CDG is offering me this opportunity to work flexibly. I'm really looking forward to coming back on this basis and to know that I have the support of an understanding company that recognises the changes and additional challenges that family life brings."

Tansin isn't the only member of our team who is choosing to work on a more flexible basis. Since starting a family in 2008, Laura returned to work four days a week to balance family and work life.

Some of our female staff have gone on to develop elsewhere, but what is truly great is that many have returned. That, if anything, is a reflection of our ethos, and we take it as a great compliment that they want to come back!

Nabdeep left in 2016 to work closer to home but returned in 2017 on a one day a week basis after missing the "family feel that comes with working for CDG."

Hannah Sommers initially worked with us for six years, from 2008 until 2015. She returned to CDG two years ago as one of our senior design consultants.

"Having been away for a couple of years it was obvious how much I missed the team and the CDG family. I've since returned in 2017 to a more senior position and my role has developed. I'm now involved in supporting and developing the design team, with a good overview and understanding of the project workload," she said.

The female talent pipeline is long and strong at CDG and today we celebrate everything they bring to our business, from their energy and creativity to leadership and intuition.

