

Questions & Answers (Q&As)

Employee Engagement Survey (EES) 2025

What is the Employee Engagement Survey

The Employee Engagement Survey (EES) is a survey made up of a series of questions about your experiences of leadership, teamwork, job satisfaction, wellbeing and inclusion at work. Feedback from our engagement survey helps us to understand where we need to focus and continue to make positive workplace experiences where everyone feels safe, included, and healthy.

Why are we doing this survey / Why should I participate?

Your experience at work is important to us. Your feedback helps us to continue to grow and succeed through regular check ins via our EES. Your collective responses help identify trends and actions to improve your employee experience.

Who is conducting the survey?

We use the Culture Amp platform to conduct surveys. Culture Amp is a trusted, secure tool specifically designed to administer surveys and aggregate data in a way that ensures the confidentiality and anonymity of all responses. Importantly, we do not have access to individual feedback, which guarantees that your input remains anonymous.

This platform has been successfully used in previous surveys.

Do all employees have to participate in the survey?

It is not mandatory to complete the survey, however every employee is encouraged to participate. Your valuable feedback enables us to acknowledge and celebrate what we do well and focus on areas of improvement.

When will the survey take place?

The survey will be open for two weeks, from **Monday 28 April to Friday 9 May 2025**.

How will I receive the survey?

You will receive an email from Culture Amp on Monday 28 April asking you to complete the survey. You can access the survey through a link in the email from Culture Amp.

Can I take the survey on any device or internet browser?

Yes, Culture Amp is supported on most browsers and devices (including desktop mobile devices) are compatible.

How many questions do I need to answer?

The survey is made up of 46 questions and 6 optional questions.

How long will the survey take to complete?

Approximately 15 - 20 minutes.

How do I answer the 'rating' questions?

General questions use a five point rating scale. For these questions, you will be asked to respond by clicking whether you Strongly Disagree, Disagree, Neither Agree or Disagree, Agree or Strongly Agree with each statement.

Can I start and stop the survey and save my progress?

Yes. You can save your changes and use the survey link provided to return to where you left off. Please note, the link will not work after the closing date. A reminder to complete the survey will be sent before the closing date.

Can I change my answers?

Once you have submitted your survey, you cannot go back and change your answers.

Are my survey responses confidential?

Your privacy is very important to us. The information you provide will be kept anonymous and will not be linked to your name or personal details in any way. It's all about creating a broader understanding of our workforce, not about identifying individuals. Any reports on demographics including diversity demographics where questions are optional, will only show aggregated information, meaning that the information you provide will be combined with everyone else's information.

What will you do with the survey results?

After the survey closes, Culture Amp collates results and presents insights and recommendations to allow us to make the improvements as an organisation. These insights and recommendations will then be used by the Leadership Team, together with People & Wellbeing team to facilitate action planning sessions with employees.

The survey has closed, but I have another question, who can I ask?

Please refer any questions to your leader or lodge a ticket via the #TeamPossibleSupportHub.

Why are we collecting self-reporting demographic data? Why are we asking for this information?

We are dedicated to making sure everyone feels included, valued, and supported in the workplace. This year we are introducing the option to self-report demographic data (such as gender identity and cultural background). Your input will help us to better understand the diverse experiences of our employees and ensure that we're

providing a workplace where all backgrounds and lived experiences are respected and supported. This is about listening to all voices so that we can build a truly inclusive culture where everyone can thrive.

The information you provide will be anonymous and will not be linked to your name or personal details in any way.

Is providing self-reporting demographic data mandatory?

No, this is completely voluntary. We appreciate anyone who chooses to respond to these questions, but please only provide what you feel comfortable with. Whether or not you share this information won't affect your experience at work or the results of the employee engagement survey.

How will this demographic data be used to create a better workplace?

By understanding the diversity within our workforce, we can make sure that our policies, practices, and initiatives meet the needs of all employees. This information also supports key initiatives, such as our Reconciliation Action Plan and informs the development of our Diversity, Equity and Inclusion Strategy. Ultimately, it helps us build a workplace that aligns with our values and reflects the diversity of the communities we support.

Will this data be shared with anyone outside the company?

No, your information will not be shared with anyone outside of Endeavour Foundation. We will only use this information internally to improve our workplace and track our progress over time.

What if I don't want to answer any of the questions?

That's completely fine! Self-reporting demographic questions are optional unlike the rest of the engagement survey. You should only provide demographic responses that you're comfortable with. Whether you answer the questions or not, we still value your input in the EES.