

DELTA LIFE24





WELCOME

Delta Life celebrates the real-world connections we have with our people, our community and our planet.

CONTENTS

1 SUPPORTING COMMUNITIES

Delta Group's fundraising activities to support charities and community projects

2 CREATING OPPORTUNITIES

How Delta is attracting and developing the people who will drive the business forward

3 SUPPORTING OUR PEOPLE

Investing in our team's health and wellbeing

4 CELEBRATING OUR PEOPLE

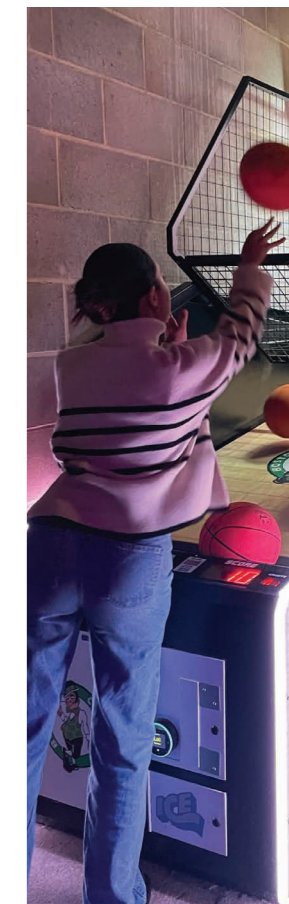
This year's winners of Delta's Excellence Always Awards

5 DRIVING POSITIVE ENVIRONMENTAL CHANGE

Our award-winning work towards a more sustainable, carbon-neutral future

6 DELTA SOCIAL LIFE

A snapshot of the activities, challenges and events we get up to as a team outside work





THIS YEAR'S DELTA LIFE

This year's Delta Life explores the last 12 months of our activities and initiatives. We are also taking a look at the future of what Delta Park will deliver for our people, partners, community and the planet.

Our work helps millions of people decide what to eat, drink, watch and play – every day of the year. Our work also helps people pamper themselves with life's little indulgences; the treats and experiences that create special moments and precious memories.

Touching so many lives is an important responsibility, which is why we invest so much into the connections we create. Whether those connections are between brands and customers, or when they are with our wonderful people, the communities around us or the innovations that help protect the planet.



From all of us here at the Delta Group, thank you for connecting with us.

SUPPORTING COMMUNITIES

In the last 12 months, we've climbed mountains, swam rivers, run marathons, played football, and made (and eaten) LOTS of cakes.

The money we've raised has directly supported the Children's Air Ambulance, National Childbirth Trust, Marmalade Trust, Alzheimer's Association, Prostate Cancer and our work encouraged NHS blood donations, supported UK Black Pride and the Paralympics.



£160
RAISED



£1,438
RAISED

OVERVIEW OF FUNDRAISING



OVER £3,000
RAISED



2000
BOTTLES
DONATED



CHAIRS
DONATED



CHILDREN'S AIR AMBULANCE

The Delta Group is proud to support this lifesaving transfer service for critically ill babies and children.

When a child is too sick to travel, we can fly medical teams and bespoke equipment to them from across the uk, turning their local hospital into a specialist centre.

[MAKE A DONATION TODAY](https://theairambulanceservice.Org.Uk/childrens-air-ambulance/)

[Https://theairambulanceservice.Org.Uk/childrens-air-ambulance/](https://theairambulanceservice.Org.Uk/childrens-air-ambulance/)



JASON NOURSE

Jason ran the London marathon in a PB of 3hrs 53mins, raising £2,700 for NCT.

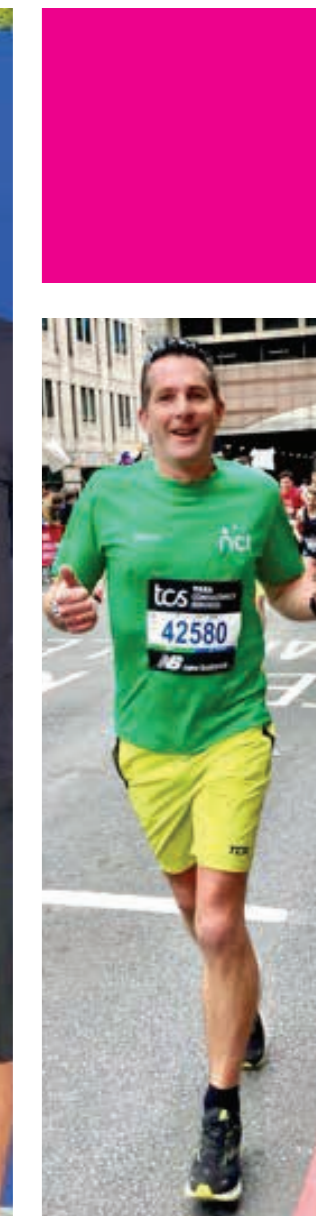
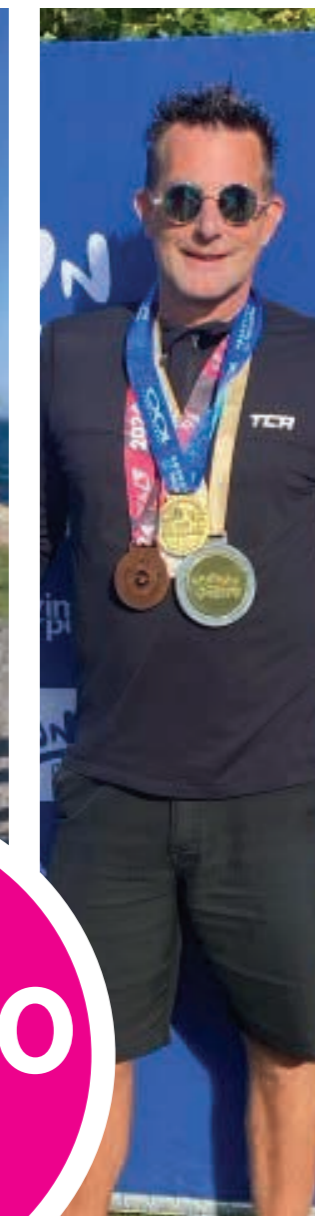
Jason also took part in Swim the Serpentine 2-mile swim which is part of the London Classic (London Marathon + Ride 100 + Swim the Serpentine).

Having done all 3 for a second time, he collected his 2nd London Classics Medal.

Jason also cycled over 1,000 miles from Land's End to John O'Groats raising over £13,500 for prostate cancer.



£16,200
RAISED



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NHS

BE THE GIVING TYPE

MARVEL STUDIOS
DEADPOOL & WOLVERINE
IN CINEMAS THURSDAY JULY 25

Join us today at [blood.co.uk](https://www.blood.co.uk)

Save lives
Give blood

<https://www.youtube.com/watch?v=vglSr7t47kw>

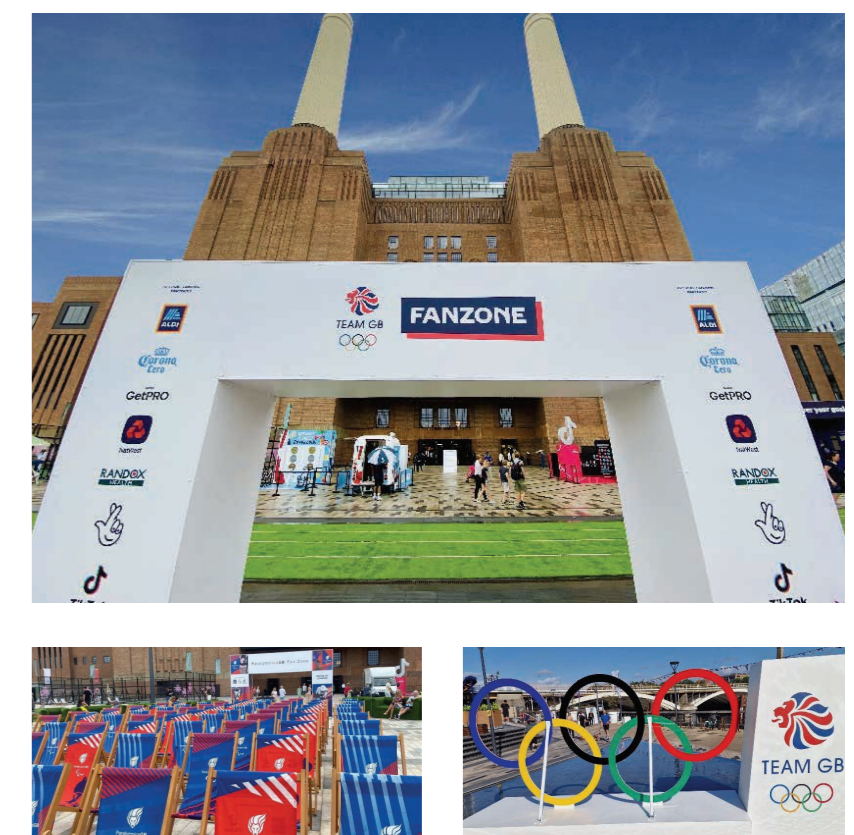
UK BLACK PRIDE

UK Black Pride: annual event every August the ultimate party in London. One day, one party, one community!



PARALYMPICS

Delta-designed Fan Zones were curated by Ocean with ParalympicsGB and included a programme of special events, activities, competitions, promotions and guest athlete appearances.



CREATING OPPORTUNITIES

The future of our business depends on the talent we attract today.

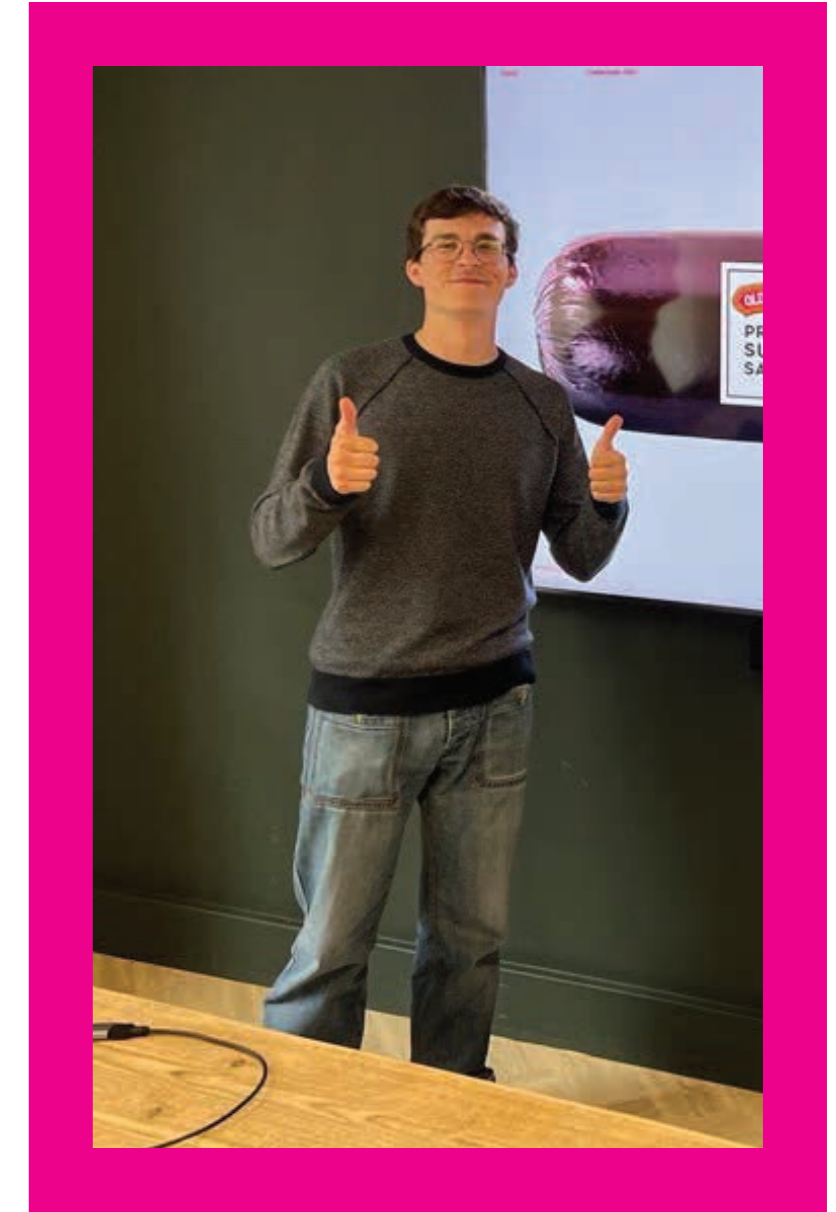
Delta Group has a well-established graduate scheme, apprenticeships, and a local schools outreach program. And Feref, the most recent Group acquisition, has welcomed 70 US university interns over the last 18 years.



We offer work experience and careers days.

The business is proud to be represented by 37 nationalities and regularly communicates internally across 54 languages.

In October 2025 we are organising a large event to attract young people into print - on International Day of Print.



HEALTH & WELLBEING

Our greatest asset is our people. Being comfortable and happy at work is essential since we spend most of our day there.

Therefore, to support the wellbeing of our employees, we offer various team initiatives:

We provide our employees with a Wellbeing Centre full of tools and resources. Our articles, videos, and discounts are organised into four areas – Move, Munch, Money & Mind. We cover fitness, healthy eating, financial assets, and mental health.

Our popular staff retailer discounts and savings schemes, Supersid, are available at your favourite high street stores, supermarkets, restaurants, and cinemas!

All our offices have trained Mental Health First Aiders. You, or someone you care about, may contact the Mental Health First Aiders if experiencing a mental health issue or emotional distress.

The Delta Group Employee Assistance Program (EAP) is available to all Delta Group Employees and their families. EAP services include free counselling, either in person, online, or by telephone.



A key part of health & wellbeing is having a supported career path and access to training that leads to progression and other opportunities.

In 2025 the business is launching the Delta Academy.

The Academy offers internal and external training on:

Leadership & development

POPAI training modules

External e-learning

Improved inductions for those moving into new roles.

Professional reviews will continue to focus on how the business can help everyone deliver success in their roles, help navigate performance based progression and support the Excellence Always culture.



CELEBRATING OUR PEOPLE

Delta Group introduced the Excellence Always Awards to recognise and reward those individuals who have made an outstanding contribution to the business and its culture.

All the awards are based on anonymous nominations from colleagues to recognise where people have either:

Exceeded expectations: Consistently delivered exceptional results.

Enhanced teamwork: Fostered a positive and collaborative work environment.

Made a difference: Positively impacted the local community.



Recognition: All nominees are acknowledged and informed of the reasons for their nomination, even if they don't win. An Awards Committee headed by Delta's Culture Champion selects the winners based on the number of votes received and their alignment with our culture of Excellence Always.

2024 EXCELLENCE ALWAYS AWARDS



DRIVING POSITIVE ENVIRONMENTAL CHANGE

We are committed to making a positive contribution to society and the environment by advising our clients how to embed sustainable practices into their communications, as well as improving our own business practices.

Our commitment to driving positive environmental change works on 4 levels:

- 1. Delta Group businesses' carbon footprint
- 2. Delta Group employees' carbon footprint
- 3. The work we do for our clients
- 4. The partners and suppliers we work with

WE CALL THIS DELTA NET ZERO.



THE STATS:

WE'VE REDUCED OUR CARBON EMISSIONS - ENOUGH TO CHARGE **295 MILLION SMART PHONES** AND POWER **572 HOUSES**



INCREASED OUR CARBON NEUTRAL MATERIALS BY **14%**



REDUCED LANDFILL BY **79 TONNES**





VOLUNTEERING

Our team has spent over 6,000 hours volunteering across.
Beach clean-ups.
Food collections for local charities.
Wrapping Christmas presents for local children.



DELTA PARK

We added 5x the original solar panels to our new site.

Generating 730KW of electricity annually.

Enough to power 270 homes (or continuously boil 243,000 kettles).

We've increased the number of EV charging points by 400% (with an option to double this in the future).



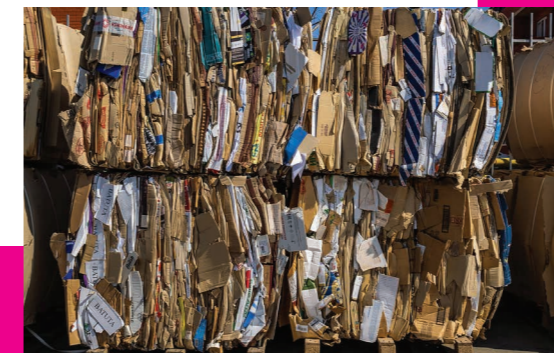
We have installed two new balers at Delta Park:

One will prepare mill ready cardboard bales that we will store till we have a full load to send direct for recycling.

This reduces the carbon footprint for transporting the recyclable materials.

The second baler is for Correx: the recyclable bus side closed loop system.

In the past year we have returned 1,500 tonnes of bus side Correx for recycling into new panels.





DELTA SOCIAL LIFE

Building great teams and a strong culture isn't confined to the office.

Building on the physicality of previous year's Tough Mudder, this year we organized a Crystal Maze challenge, escape rooms, and an indoor (pub) games challenge.

We also found time for the occasional team outing to our favourite pubs, bars and clubs. Purely for research purposes.





DELTA GROUP
EXCELLENCE ALWAYS