

# DELTA LIFE25





# WELCOME

Delta Life is all about the real-world connections we make with our people, our communities, and the millions of lives we touch every day.

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## THIS YEAR'S DELTA LIFE

2025 has been a milestone year for us. We've settled into our new site in Bishop's Stortford and have thoroughly enjoyed becoming part of the local community.

From meeting our MP and local councillors to connecting with school leaders, the town newspaper, and neighbouring businesses, it's been a rewarding start in our new home.

We've also continued investing in a more sustainable future. Additional solar panels at Delta Park have further strengthened our energy self-sufficiency, and we've supported even more of our team in transitioning to electric vehicles.

Above all, our people remain the driving force of our success. Their passion and commitment across all our sites continue to elevate the work we deliver for our clients. Delta Life 25 is a celebration of our colleagues—their spirit, their contribution, and the culture they nurture every day.

# BAKE SALE

A big thank you to everyone at Delta Park, GMS, and Melksham who took part in our Valentine's Bake Sale. Across all three sites, your bakes and generosity helped make the event a great success. Thanks to all who baked, donated, and supported the day.



£130  
RAISED

# FOOTBALL FUNDRAISER

What a fantastic day it was at Harlow Town Football Club on Saturday 21st June, where The Delta Group and additional staff members went head-to-head in an exciting charity football match in support of the Children's Air Ambulance. The family-friendly event was filled with energy and enthusiasm, with supporters cheering from the sidelines and plenty of activities to keep everyone entertained. A vibrant atmosphere, brilliant prizes, and a strong sense of community spirit made the day truly memorable. Thanks to the incredible generosity of everyone who attended, the event provided valuable support for a remarkable cause.



£878  
RAISED

# DISNEY AND MEDICINEMA

We partnered with Disney Studios to create a campaign that shines a spotlight on the incredible work of MediCinema. Using characters and scenes from upcoming Disney releases, we've brought the magic of the big screen to children in long-term hospital care, showing how films can lift spirits and spark imagination. Our heartwarming hero ad, supported by a strong social campaign, turns cinema into a source of joy and escape for young patients, reminding us all of the transformative power of storytelling.



# UK BLACK PRIDE

The ultimate one-day celebration of community in London. One day. One party. One community. The Delta Group proudly supported the event with print materials.



# OVERVIEW OF FUNDRAISING

We proudly supported the National Children's Air Ambulance for their new store launch by designing and producing a "Spin to Win" unit for opening day, adding a fun and interactive element that drove engagement, we donated 220 Disney goodie bags to local charities and raised over £2,700 through our Christmas raffle.



OVER  
**£2,700**  
RAISED

CHARITY  
DONATIONS



# CHILD OF COURAGE COMMUNITY AWARD

The Delta Group is proud to sponsor the 'Child of Courage' award at this year's Bishop's Stortford Independent Community Awards. As newcomers to the area, we're committed to supporting and engaging with the local community.

In conjunction with The Bishop's Stortford Independent, the 'Child of Courage' award honours young people in Bishop's Stortford, Sawbridgeworth, and Stansted who face illness, disability, or disadvantage with remarkable bravery.



# YOUTH KIT SPONSOR

The Delta Group was proud to sponsor the Melksham Forest Youth Football Team, helping to provide kit for the players throughout the season. Our contribution played a small part in encouraging local youth sport, teamwork, and community spirit.

Well done to the team for their hard work and dedication!



# CREATING OPPORTUNITIES

We were delighted to welcome Josh Dean MP to Delta Park. After an introduction to our business and future ambitions, Josh was given a guided tour of our solar-powered, state-of-the-art facilities, showcasing the innovative work happening across our site.



Following the tour, discussions focused on career opportunities and local community initiatives.

Our team is looking forward to developing these ideas further with Josh and his team in the months ahead.



We also recently welcomed work experience students from The Bishop's Stortford High School to Delta Park. The students had the opportunity to see our operations first-hand and gain valuable insight into careers within The Delta Group.

# 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.

Launched in 2025 Delta Academy offers internal and external training on:

- Leadership & development**
- POPAI training modules**
- External e-learning**

We offer 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.

# 2025 EXCELLENCE ALWAYS AWARDS



## RANDOM ACTS OF KINDNESS DAY

Delta Park and Melksham office celebrated Random Acts of Kindness Day with a special pledge tree in reception. Staff were invited to make pledges for kind acts—big or small—and hang them on the tree, spreading positivity throughout the workplace.



## STEWART POWELL

A huge congratulations to Stewart Powell on an incredible 40 years of dedicated service. This milestone reflects your hard work, loyalty, and commitment over the decades.

Your professionalism and experience have made a lasting impact on everyone you've worked with. Thank you for your outstanding contribution, and congratulations on reaching such a remarkable achievement!



**40**  
YEARS



Stewart Powell pictured with Group CFO Kirk Pereira

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.**



Normative

Implemented the Normative carbon accounting platform, enabling more accurate emissions tracking and deeper sustainability insight.

Strengthening our long-term ambition to reduce environmental impact and enhance overall performance.



Achieved EcoVadis Gold status, highlighting strong performance across sustainability, ethics, and responsible business practices.

Such recognition reinforces our commitment to continually raising standards and operating with integrity.



Awarded SEDEX Advanced status, recognising a strong commitment to ethical operations, transparency, and sustainability.

This milestone reflects the dedication of our teams and our focus on doing business the right way.

# DELTA PARK

New solar panels have been added at Delta Park. With Phase 2 now fully operational, we're generating 40% of our daytime energy on-site.

Phase 3 is scheduled for completion in the first half of 2026, which will increase this to 60%.

This clean energy installation generates 863.5 KWP and keeps 170,000 kg of CO<sub>2</sub> out of the atmosphere - the same amount that 8,100 mature trees would absorb in a year!



We've been enhancing the Delta Park site to create a more enjoyable space for both work and socialising.

So far, we've refreshed the canteen with new screens for live news, sporting events, and HR updates, added suspended lighting for a warmer atmosphere, and introduced new bench seating. We've also upgraded the D2 reception area with comfortable sofa seating for informal meetings, along with privacy booth seating equipped with lap-tables.





## DELTA SOCIAL LIFE

Strong teams and a meaningful culture grow far beyond the everyday work we do in the office.

This year, we continued finding new ways to bring people together with Halloween bake-offs and spooky games that sparked plenty of creativity (and a few scares). We have stood on green carpets, organised football matches, made (and drank) Valentine's cocktails, celebrated retirements and we wrapped it up all together with our very own breakfast club - an early-morning gathering that somehow manages to stay both well-attended and mysteriously unspoken about.



