

# WORKING AT FOUR

Everything you need to know  
about working at Four



four







# FOUR LIFE

As a marketing and communications agency,  
**our most important asset is our people.**

We operate from two hubs in the UK and MENA and we have offices in London, Cardiff, Aberystwyth, Sheffield, Abu Dhabi, Dubai and Riyadh.

Now 300+ people strong, we support, nurture and protect the Four community and provide a fair, equal and diverse environment where everyone can become the best they can be.

Four is a place where ideas are encouraged, talent is nurtured and success blooms.

**Together we  
make a difference**







# WE ARE A B CORP!

Over the past 20 years, Four has delivered campaigns with positive social impact.

## Being a force for good is our lifeblood.

So, we're proud to say that we're now a B Corporation – having passed the rigorous certification that measures how we support, protect and nurture our staff and the work we do for clients, partners, stakeholders and community.

As a B Corp we are a business balancing purpose and profit, considering impacts on workers, customers, suppliers, community and environment.

As we join a global movement of people, we are proud to be a company that is helping to make positive change happen.



**EXPERTISE**  
**PASSION**  
**INDEPENDENCE**  
**COMMUNITY**



# WE'RE EPIC...

Together we make a difference  
is based on four pillars.

## Expertise, Passion, Independence and Community

That's what makes us **EPIC**.  
We're committed to these values,  
which form the basis of a great  
place to work and grow

### Expertise

We offer our clients unrivalled  
expertise in our services and sectors

### Passion

We love what we do and it shows  
in the work we deliver

### Independence

We value our independence –  
of ownership, thought and spirit

### Community

Four contributes in a meaningful  
way to our community and  
the planet.

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four





Now 350+ people strong, we support, nurture and protect the Four community from two hubs in the UK and MENA and we have offices in

**LONDON**  
**CARDIFF**  
**SHEFFIELD**  
**ABU DHABI**  
**DUBAI**  
**RIYADH**  
**ABERYSTWYTH**



# OUR LONDON HQ - THE HICKMAN

Our London offices are based at The Hickman, Whitechapel, a tech-smart building with sustainability, and well-being woven into the design.

Close to Aldgate East underground station in Zone 1, the office will also benefit from the Elizabeth line.

There are three beautifully appointed floors: Floor 5 is our workspace, Floor 6 is dedicated to amazing meeting rooms and Floor 7 is our staff kitchen and bar with outside space- along with amazing views of the city.

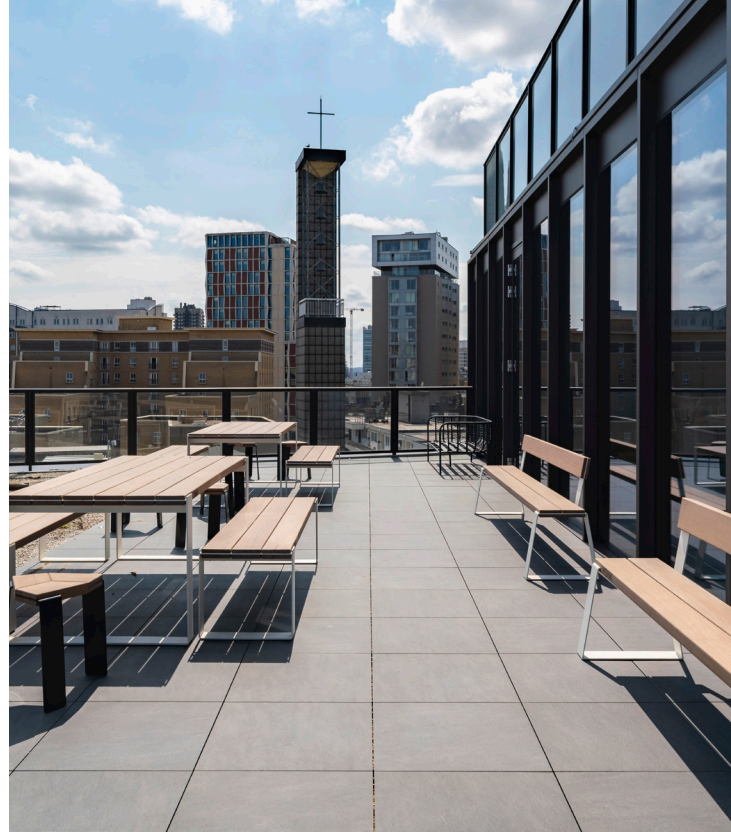
## Our London Living Room.

We are situated in the centre of a colourful, multicultural district with traditional pubs, curry houses and the vibrant Whitechapel market. We're also right opposite the world famous Whitechapel gallery and close to loads of independent galleries and cultural institutions.

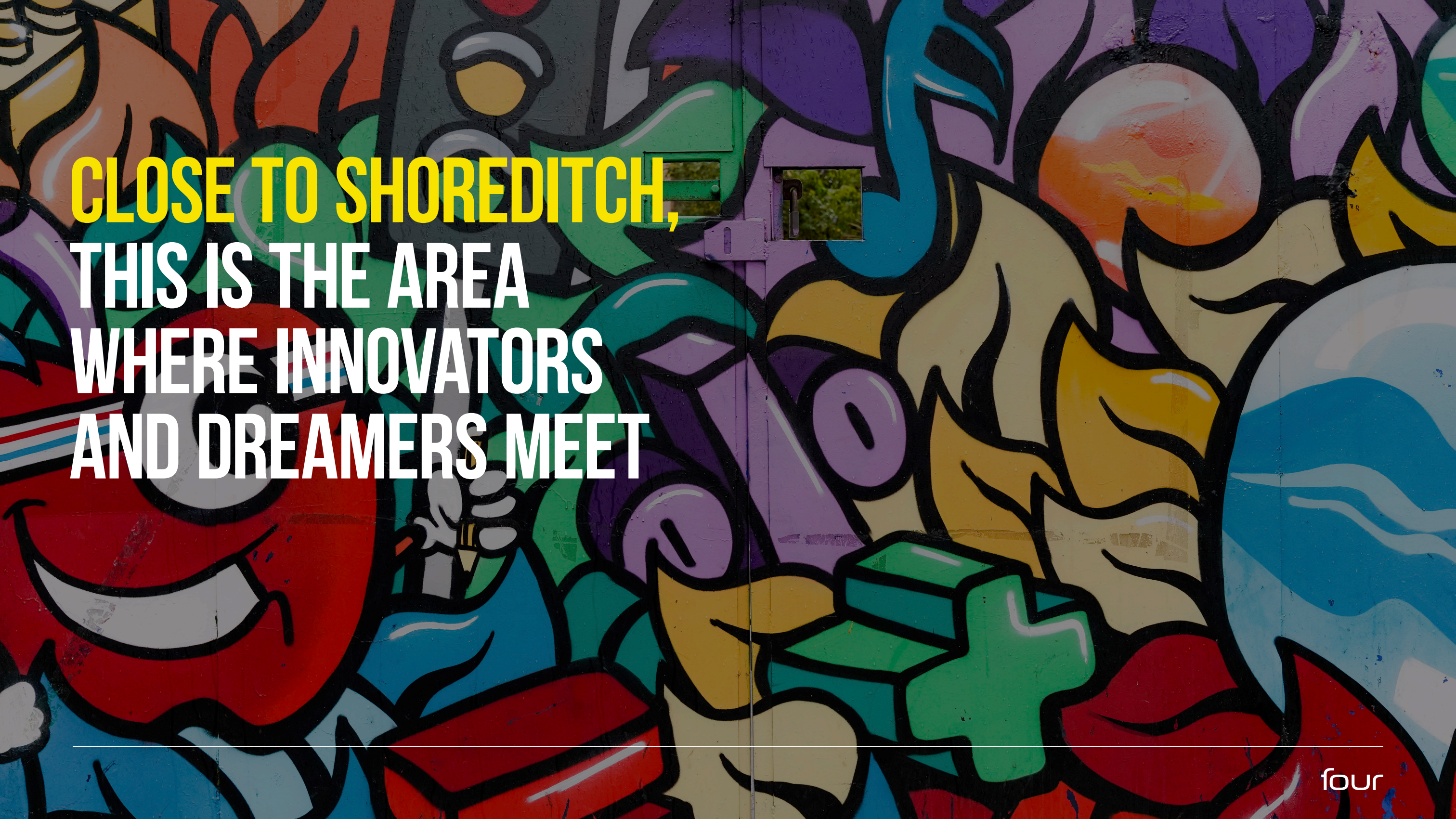
Close to Shoreditch, this is the area where innovators and dreamers meet.











**CLOSE TO SHOREDITCH,**  
**THIS IS THE AREA**  
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# WHY WE'RE DIFFERENT

At Four we drive positive outcomes by blending data-driven insight, creativity and deep sector knowledge, delivered through digital-first integrated marketing and communications services locally, nationally and internationally.

From the beginning, we wanted to create something special – a truly integrated agency that could compete against the large networks but was independent and entrepreneurial in spirit and in practice.

Ambitious and talented people thrive at Four and we have removed many of the barriers to career development and promotion.

**Beautiful things happen when you put the right ingredients together.**

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four







**33%**

of our worldwide  
staff are from  
diverse backgrounds

**45**  
languages  
spoken

**39**  
people have  
been here

our staff range  
from age  
**19-71**

**125+**  
grads on the graduate  
recruitment scheme

staff stay on  
average for  
**4** years

**38**  
nationalities

**10+**  
years

**350+**  
employees

**55%**  
of the operating  
board are  
**women**





# OUR FLEXIBLE WORKING POLICY

**We've introduced a fully flexible working policy across all locations and offices.**

That means that you can work from home as much or little as you like – unless you have face-to-face commitments.

We introduced our flexible working policy after carrying out an extensive consultation exercise with staff to find out how they wanted to work and how they worked best.

Asking our staff for their views is really important to us because we are committed to ensuring that we are able to give the optimum amount of support to each and every member of the team.



# CONTINUOUS IMPROVEMENT

We know how important personal development is to each and every one of us.

At Four, we have an impressive internal and external training programme, which gives everyone the opportunity to learn from each other as well as from outside sources.

We have also invested in LinkedIn Learning and after your probationary period, you will automatically be signed up to your own account, which means you are able to choose what you'd like to learn about for personal development and your role at Four.

**We believe that continuous improvement is the way to stay one step ahead of the game.**





Luke Alexander  
chief executive, creative technology

Tonia Savchenko  
chief executive, media

**TWO OF OUR MOST  
SENIOR STAFF MEMBERS  
STARTED WITH US ON  
OUR GRADUATE SCHEME**



# A DIVERSE COMMUNITY

**We are proud of our community at Four and are committed to reflecting the world in which we live.**

We are great believers in diversity – across age, gender, sexuality and ethnic background – and also across the way we think and act.

If you are familiar with Insights Discovery training (which we all do at Four), you'll also find a healthy mix of Fiery Reds, Sunshine Yellows, Earth Greens and Cool Blues.

We do everything we can to ensure we are a responsible business so we are always aware of how we impact on society, the environment and everyone we work with.











# OUR RACE EQUALITY PLEDGE

We have created a Race Equality Pledge, spearheaded by our Four Race Equality staff group and supported by the directors.

- Our commitments include publishing our diversity data every six months
- We have set three year targets for representation in the agency
- Applications sent by HR to teams for review include 'blind' CVs and covering letters
- We aim to ensure that at least 30% of candidates invited to our graduate days are from diverse backgrounds.
- We believe that everyone should be able to communicate openly, express themselves unencumbered and be themselves without fear of judgement, bias or discrimination.
- Four is a place where ideas are encouraged, talent is nurtured and success blooms.

**We want to play our part in helping to eradicate racism in the UK and offer equal opportunities to people from all backgrounds.**



# LOOKING AFTER YOU



## Down Time

25 days holiday increased to 28 after 3 years in service



## Welfare

Annual free eye tests and flu jabs for all employees



## Future Thinking

Auto Enrolment pension



## Opportunity Knocks

An impressive staff recruitment incentive scheme



## Extra Time

Opportunities to earn up to 4 additional holiday days a year including your birthday



## Commuting

A popular ride to work scheme in association with Green Commute



## Power Up

Breakfast on us – we supply fruit and cereal



## Supporting You

Enhanced maternity and paternity schemes



## Fitness

A competitive subsidised gym membership scheme and access to a range of competitive sports teams



## Mental Health

Access to 24-hour assistance to our confidential Employee Helpline and eight fully trained Mental Health First Aiders



## Winning Moves

An annual EPIC awards ceremony celebrating success with £££ prizes



## Perks

We offer Asana project management, free and unlimited access to LinkedIn Learning, hot desking, free newspapers and magazine app



# LET'S HEAR FROM SOME OF OUR STAFF



“

I love being surrounded by great talent and getting the chance to be involved in memorable and iconic campaigns. Four moves with the times. They understand that hybrid working is the new norm and have embraced it fully!

- **Zeeshan Rashid**



“

My favourite thing about Four is the opportunities through the work we do; there is always something new, something you've never done before, great experiences and chances to meet new people. Practically some of my favourite things are the free herbs from the lobby and the bar evenings. I also like the freedom given to staff groups, I'm a part of Four Race Equality and I think it's great we get to set our own tone and decide on the things we want to do as a group with the wider company.

- **Titilope Ogunnaike**



“

What I love is the variety of people I've got to meet at Four, the awesome events and opportunities I get to embrace in my role and the clubs.

- **Claire Stokes**



“

I love our new offices. Great views and loads of outdoor space. I'm really excited to host clients and invite them to our events. The Thursday bar is my favourite – it gives new starters such a great opportunity to meet everyone else!

- **Catie Barry**



# LET'S HEAR FROM SOME OF OUR STAFF



“

Working at Four is crazy good. Once Four commits to an idea, they go out of their way to help – however they can. The number one thing for me though, is that you can be yourself, not only with your team but with the whole company.

- **Argyris Gabriel**



“

Working at Four has allowed me to explore and develop in a supportive and empowering work environment. I feel valued for who I am and really enjoy working with a diverse group of passionate people, where everyone is encouraged.

- **Paloma Medina**



“

Four is a fantastic place to work and grow. Since joining, I've moved from a reception role to health operations manager and I really love what I do. The culture is incredible. One of my favourite things is the work Four does with charities and the local community.

- **Eimear Allen**



“

My favourite thing about working at Four is the wide range of creative briefs. Every day is different, one day we are shooting a luxury fashion campaign on a rooftop and the next day we are designing logos for a sustainability brand.

- **Tulsi Varsani**



# GET INVOLVED

## Free Bar

Free Thursday bar where you can hang out, meet your colleagues and practice your Nintendo or karaoke skills

## Culture

Our subsidised culture club is where you can access the latest plays, shows and exhibitions

## Freedom

Our staff reps are available to ensure that everyone's views are given air time

## Education

We work with local primary and secondary schools helping pupils with reading, maths and careers

## Mentoring

We work with charity Future Frontiers on its mentoring schemes

## Equality

Join our staff groups: Race Equality, Earth, Gender Equality and LGBT+ and have your say

## Podcast

Spoken Four– our podcast – is where we encourage everyone to get involved with content

## Events

We have an impressive events programme which includes an annual staff and Christmas party





# KEY RESULTS FOUR GLOBAL STAFF SURVEY 2022

**83%**

say Four operates  
in a socially  
responsible way

**91%**

say we treat  
each other  
with respect

**87%**

believe Four is  
dedicated to diversity  
and inclusivity



**78%**

of staff are happy with  
the culture at Four



**93%**

are happy  
with our flexible  
working policies



four

**#Togetherwemakeadifference**

Find out more at [HRhelpdesk@four.agency](mailto:HRhelpdesk@four.agency)