



Putting **people** first.
Creating **impact** that lasts.

Baringa UK Summer Internship Opportunities



Welcome!

The purpose of this pack is to provide you with an overview of Baringa and to answer some of the questions you may have regarding our Summer Internship Programme.

Welcome to Baringa

A note from our Managing Partner

If you are reading this pack, you are considering Baringa as the next step in your career and we are delighted by your interest. I'm often asked what it is like to have watched the firm grow over the last 10 years, and my response is always the same – the next 10 years are even more exciting than the last.

I genuinely believe that. We have worked hard to establish a firm that leads the market in its sectors and does so with values that are genuine and meaningful, and we continue to build on this platform to do some great things and chart some exciting courses.

You will be astounded by the wealth of passion, knowledge and experience that exists at Baringa, and the genuine warmth that is shared by everyone – I've been here for a long time, and it still really is an exciting place to be.

“What I enjoy most is the opportunity to ask insightful questions to get to the heart of a client's challenge. Getting to understand what's really going on in their business.”

A. Bettridge

Adrian Bettridge
Managing Partner



SECTION 1:

Who we are

Our history

Over 24 years of putting **people** first and creating **impact** that lasts

Baringa was founded by a group of friends in 2000, with the ambition of creating a consulting firm differentiated by deep industry content, delivered by a highly collaborative team who would put the client's need first whilst looking after our people. Our intent is to ensure that Baringa balances clients' needs and employee satisfaction, giving us a unique proposition in the market.

Building on that heritage, we chose a partnership structure for our business as we wanted to remain independent, to lead with experience, and expertise over size - **our distinctiveness lies in HOW we do things!**

It is the blend of these three things that come together to form an impactful, positive **way of working.**

Our
Partners
in 2021







Our
Directors
in 2003



Our purpose







We set out to build the world's most trusted consulting firm. That means:

-  Kind, smart, curious people – from all backgrounds
-  A collaborative culture that fosters trusting client relationships
-  Insight and perspective
-  Lasting impact for our clients, the environment, and on the communities where we live and work.



What we do might sound familiar. But *how* we do it is what delivers lasting impact and makes our experts a pleasure to work with.

-  We get to know you and what makes your business tick
-  We're proudly geeky about solving your challenges
-  We slot seamlessly into your teams, as colleagues and friends – helping people at all levels of your business succeed
-  We bring smart, creative ideas that work and leave you better equipped to handle the next challenge.

And we've established an award-winning reputation for our people-first philosophy.

FT FINANCIAL TIMES
statista

**UK'S LEADING
MANAGEMENT
CONSULTANTS 2024**

**Best
Workplaces™**
for Women
**Great
Place
To
Work.** UK 2024

**Best
Workplaces™**
for Development
**Great
Place
To
Work.** UK 2024

**Best
Workplaces™**
in Consulting
& Professional Services
**Great
Place
To
Work.** UK 2023

SILVER
2022
ecovadis
Sustainability
Rating

**Best
Workplaces™**
**Great
Place
To
Work.** AUSTRALIA 2023

**Great
Place
To
Work.**
**Best
Workplaces™
Europe** 2023

**Great
Place
To
Work®**
Certified
OCT 2023-OCT 2024
UK

**WORLD'S BEST
MANAGEMENT
CONSULTING FIRMS**
**Forbes
2024**
POWERED BY STATISTA

What our clients say about our people and our impact

We work with everyone from FTSE 100 to bright new start-ups, in every sector

“What’s distinctive about Baringa? Their strong expertise. And their passion – I see a lot of passion, problem-solving, and innovation. They definitely had an impact on our organisation.”

Head of Pharma, products and services client, UK

“We get together and feel like we have the same style and are one group of people talking to each other. As if we were in one organization.”

Head of Procurement, financial services client, US

“I’d say Baringa consultants are better listeners. And speed is important to them. Other consultancies don’t move as fast as we need them to.”

VP Operations, energy and resources client, Germany

“There doesn’t seem to be too much distance between the client and Baringa. They seamlessly integrate themselves into our various teams.”

Programme Delivery Director, public sector client, UK

“Baringa work alongside you rather than feeling the work is being done to you. That’s quite distinctive.”

CEO, energy and resources client, UK

“I see Baringa as being totally independent. Its people have a lot of integrity.”

VP, energy and resources client, Australia



How it feels to work at Baringa

To attract the best talent into our firm, we've created a culture where everyone can bring their best selves to work



We always put people first

We partner with people, not businesses

C-suite, interns, and everyone in between.

Unashamedly geeky

No generalists. Just geeky enthusiasm for our specialist subjects.

Only the kind and collaborative

We only hire experts who share our principles and values.

Different is good

We celebrate diversity, encouraging everyone to bring their whole selves to work.

We always want to hear it

We build an inclusive culture where everyone's voice counts.



We build trust at every stage

Unbiased to the bone

We're an independent, partner-led business.

The best of Baringa, across borders

We always turn up with the right people for the challenge at hand.

Prepared to challenge

Sometimes doing the right thing means delivering tough messages – and we're never afraid to do that.

In it for the long haul

We're not in this for quick wins. We build working relationships that last for decades.

Satisfied clients and people, above all else

When we're doing well on these two fronts, everything else follows.



We've created a positive, impactful way of working

The grand designs and the detail

Our work is focused on the strategy of tomorrow, and the detail of today.

No 'us', no 'them'

We seamlessly slot into our client's teams, with only one agenda: theirs.

A journey that leaves you better off

We make the day-to-day experience of working with us just as rewarding and enjoyable as the outcome.

Street smart, not just book smart

We don't hide behind frameworks or textbooks. All our advice is practical and realistic.

Leaders who put in the work

Our most senior team members collaborate, advise, share their expertise and build relationships.



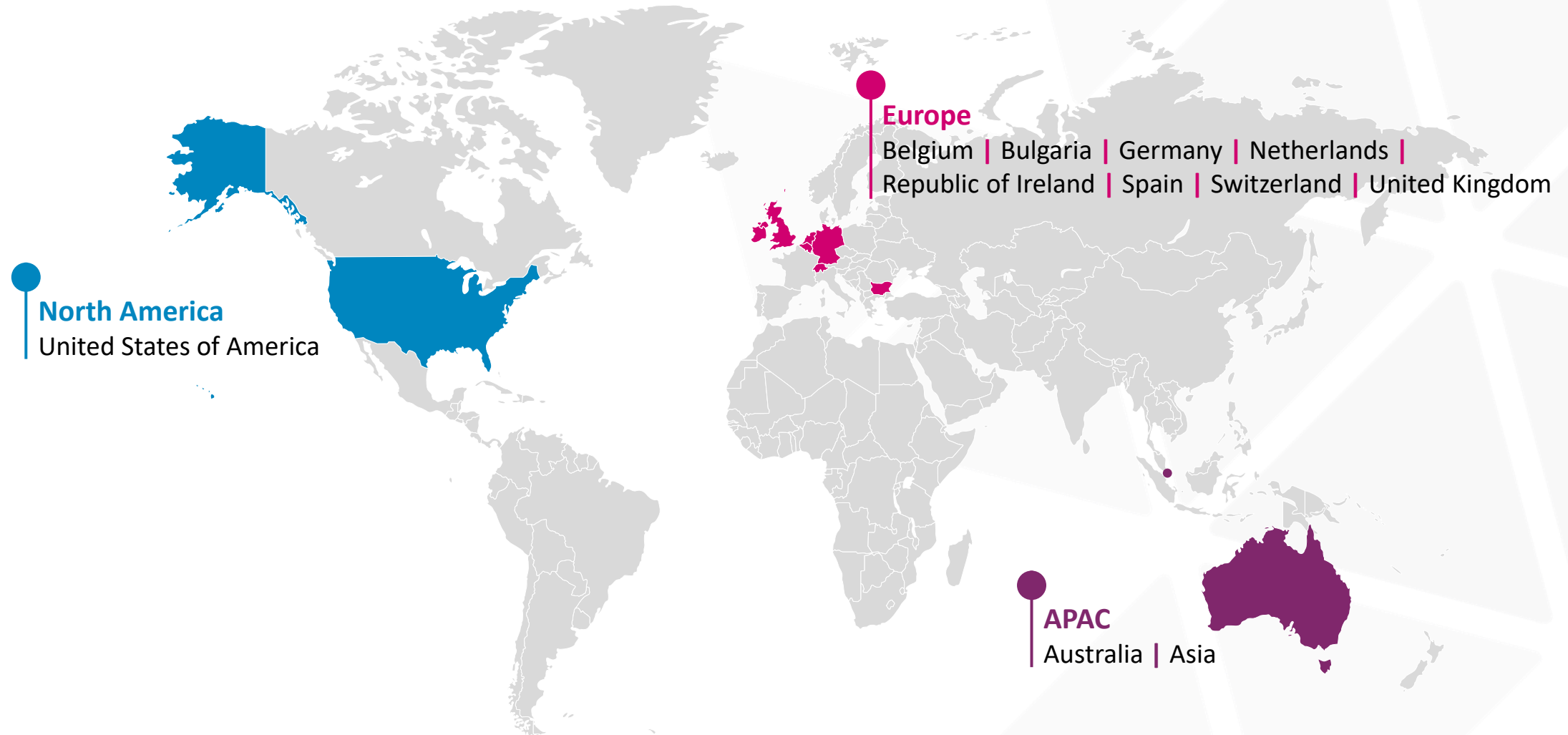
Underlying everything we do are our principles: **be Kind**, **be Curious**, **be Great at Work**

SECTION 2:

Where we work

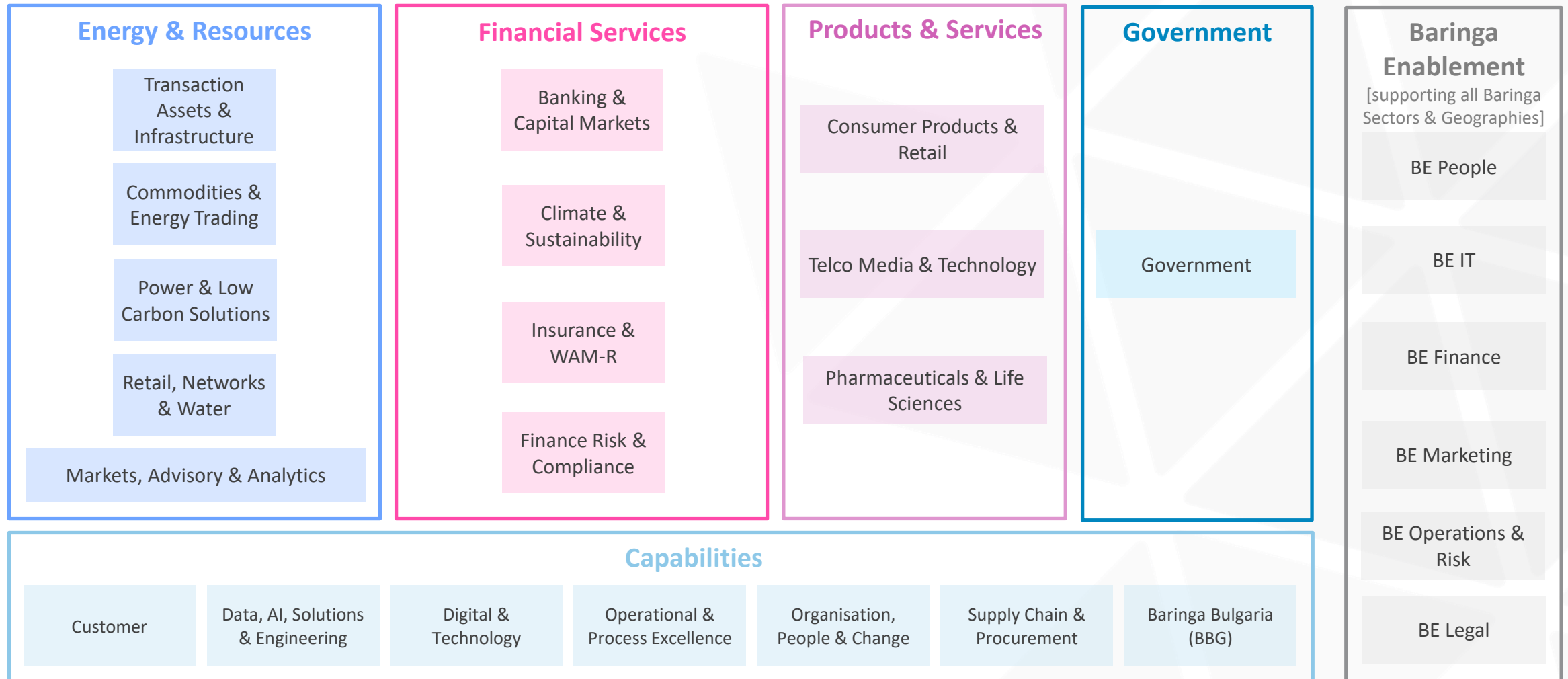
Where we work

We are a global business, with hubs in Europe, the US and Asia-Pacific (APAC)



Where we work

The sectors we operate in and clients we've helped



SECTION 3:

Your Journey Starts Here

Our Internship Programme

Baringa believes strongly in its internship programme and is committed to investing time, effort and energy into making it a great success



What's in it for **you**?

- ▶ The eight-week programme provides you with real-life experience in an award-winning management consulting firm for people in their penultimate year at university.
- ▶ It gives you a chance to understand what a future career in consulting could look like.
- ▶ There is a potential offer of permanent employment as an Analyst at Baringa after you've finished your degree.



What's in it for **Baringa**?

- ▶ The opportunity to provide university students real work experience and career guidance by offering an insight into working in the consulting sector.
- ▶ The opportunity to find and get to know potential future employees.
- ▶ Introduce a new set of insights, enthusiasm and ideas to the company.

Baringa has enjoyed repeated success with **The Great Place to Work® Institute** and **Forbes Best Management consulting firms**



The Internship

What to expect in your project & role

Induction & Training

The first two days will be based in the Baringa head offices, covering:



A general induction of the company



Training to get you set up with your core consultancy toolkit



Soft skills training to prepare you for your first day on client site, including how to handle challenging client situations and some jargon busting



To celebrate the end of your first week you will be invited to an Intern social with an array of fun activities

Your client project

You'll be staffed on one project throughout your internship and will:



Be treated as though you are a Baringa Analyst.



Be responsible for a set of deliverables and adding value to your client's organisation



Get a real-life Baringa management consulting experience

Project work

The objectives and role expectations for your internship will be discussed with you during your meeting with your Project Manager on day one.

You'll then have regular diarised meetings with them throughout your internship to review your ongoing progress and to discuss any other ideas, questions or concerns you might have.

Internal initiatives & learning

You'll be able to take advantage of:



A range of Lunch 'n' Learn sessions (run every Friday at the Baringa office)



Meetings with colleagues to understand their roles and experience at Baringa



Get involved in social events with your Intern cohort and Business Unit



Intern initiatives!

The Intern Engagement Team host a variety of socials, buddy initiatives and brownbag sessions.

BUDDY GROUP ←

On your internship you'll be part of a broader buddy support group with one analyst and 10 interns. This is a great place to give feedback about your experience and ask any questions

COFFEE ROULETTE

To make sure everyone has the opportunity to get to know each other well, a few interns will be assigned 'coffee pod leaders' to catch up with everyone

→ BUDDY SWAP

This entails a one-off catch up with a buddy from a different area of the business giving you the opportunity to network with other analysts and understand what a typical project looks like in that area.

SOCIALS ←

Getting to know your colleagues well on a personal and professional level is key part of what Baringa is all about! There are plenty of socials on offer in all aspects of the business, but you'll have an intern-only mid-point and final social whilst you're with us. This can be ANYTHING – previously we've had ice skating, axe throwing and scavenger hunts!

→ LUNCH N LEARN SESSIONS

Brownbag sessions are run every Friday during your internship, these are interactive seminars, typically lasting an hour, to help you learn more about Baringa, our clients and our people



2026 Summer Internship Application

What to expect



SECTION 5:

Intern/Analyst Experiences

A Day in the Life of a Baringa Intern



Name: Simi Osonaike

Level: Analyst (Intern in 2022)

Business Unit: Operational and Organisational Transformation

Client: Maersk

- ▲ **7:30am:** I leave my house and make my way into work - luckily at 7:30am the trains are not too packed!
- ▲ **8.15am:** I arrive at the office and join my first call of the day. On my project we have daily group meetings in the mornings. The purpose of these are to track project progress, discuss any updates and establish tasks for the day/week
- ▲ **8:45am:** Every day I always block out 15 minutes in the morning to plan my day. During this time I respond to any emails and create my to-do list for the day
- ▲ **9am:** I continue with my main client deliverable. I am responsible for conducting a gap analysis and simultaneously updating a “handbook” – which is a comprehensive document containing guides on how to use different tools and frameworks when conducting a project
- ▲ **11:30am:** I have my weekly meeting with my project manager. We discuss any questions I have and I get feedback on how I’ve been doing
- ▲ **12pm:** I meet with my buddy and we go for lunch together
- ▲ **1pm:** I attend an internship lunch n learn session. This week it was business unit speed dating where you are able to chat with a representative from each BU within Baringa and find out more about what they do
- ▲ **3:30pm:** I continue with my client work and finish off my tasks for the day
- ▲ **5pm:** I start work on an internal initiative, which is to help optimise the onboarding process within my business unit
- ▲ **6pm:** I finish work for the day and head to a joint OOT/PTC social

A Day in the Life of a Baringa Intern



Name: Maddie Whitehead

Level: Analyst (Intern in 2022)

Business Unit: Government

Client: Home Office

- ▲ **8.15am:** I catch the bus to work and take this time to listen to some of my favourite podcasts
- ▲ **9am:** I arrive at work and catch up briefly with some colleagues in the kitchen before heading to a desk to check my emails and write my to do list for the day. I also have a quick touch-base with my project manager to make sure I'm up to date on everything.
- ▲ **10am:** Attend my project team's weekly catch up sessions to hear about the developments in each of the different workstreams and how it impacts the overall project
- ▲ **11am:** Work on a slide deck about some of the context behind the client's the irregular migration process in the UK that will be used in a client meeting as well as being part of an onboarding document available to anyone in Baringa who is working on my client's account
- ▲ **12pm:** I attend a lunchtime session put on by the government BU. This could be anything from a lunch and learn about a major government department, to a introductory session about one of the Gov BU's five professions
- ▲ **1pm:** Head out for lunch with some colleagues
- ▲ **2pm:** Attend a planning session with my project manager and others in the workstream about the trajectory of our side of the project and how to mitigate potential risks we could face
- ▲ **3:30pm:** Have a coffee with someone from my business unit working on a different project to understand different elements of the Gov BU's work
- ▲ **4pm:** Continue working on PowerPoint slides or any other to-dos I had for the day
- ▲ **5pm:** Attend the weekly Government 'Go To Market' call to hear about the projects we're planning to bid for and the recent bids that we've won
- ▲ **5.30pm:** Chat with my Project Manager about my day's work and receive initial feedback. Begin to finish up for the day
- ▲ **6pm:** Catch up with fellow interns or other colleagues at a social after work

A Day in the Life of a Baringa Intern



Name: Eliot Johns

Level: Analyst (Intern in 2022)

Business Unit: Operations and Organisational Transformation

Client: Financial information company

- ▲ **8am:** I leave home and take the train to work
- ▲ **8:45am:** I get to the office and check my emails and diary for the day ahead. I check in with my manager, organising and prioritising my tasks for the day
- ▲ **9am:** I have a team meeting on the status of my project and updates across the different workstreams
- ▲ **9:15am:** I work on information element analysis to compare the relative complexity for different financial products to move to eCommerce. This involves synthesising data from a variety of inputs including product websites, process maps, meetings and workshops. I help develop the readiness criteria required to move the products to eCommerce
- ▲ **12:30pm:** I have a coffee catch up with a Baringa business sustainability expert to explore my interest in this area
- ▲ **1pm:** I meet with colleagues from my Business Unit or fellow interns for lunch
- ▲ **1:30pm:** I help facilitate a workshop with client stakeholders and colleagues to review and refine readiness criteria across different financial products. We further develop readiness planning according to operational, technical, commercial and customer considerations
- ▲ **4:30pm:** I collate and distil my minutes from the workshop and share them with my team
- ▲ **5pm:** I have a call with my manager and the lead partner on the project to report developments for eCommerce selection criteria and gain any informal feedback. We assess implications and priorities according to the project roadmap and overarching strategy
- ▲ **5:30pm:** I work on a slide deck for an internal initiative designed to help contextualise the formation of my Business Unit, its structure and specialisms
- ▲ **6pm:** Finish work and either head to a work social, meet friends or head home to relax

Analyst experiences

Hear from our Analysts on what it's like to work at Baringa



Name: Kunle Odofin

Business Unit: Products & Services: Pharma & Life Sciences

“ Having had no prior experience in the world of consulting, this was a bit of a daunting experience for me - but on reflection, the transition couldn't have been smoother. From day one, everyone I met (irrespective of how senior) made me feel incredibly welcome and were always more than willing to take time out of their day to offer me support and answer any questions I had. I can't speak highly enough of the culture at Baringa. Everyone you meet here genuinely cares about your development and wants you to be the best you can be - which for me, felt like the perfect environment to start my career as a consultant.

I work in the Pharmaceutical & Life Sciences business unit - through which, I've had the opportunity to interact and work alongside people from all different walks of life with a wealth of experience and expertise across the industry. I've been involved in transformation projects which has allowed me to get an insight into the structure and inner-workings of major pharmaceutical companies as well as form strong professional relationships while working collaboratively alongside our clients.

Outside of my client work, Baringa offers the chance to unwind and socialise with colleagues - from Wednesday night football to cultural-heritage events, there's always something to choose from.

Overall, if you're looking for a company which is invested in your growth and always puts its People first, Baringa is your best bet.”



Name: Clarissa Piper

Business Unit: Financial Services: Capital Markets

“ I joined Baringa's Capital Markets practice as an Analyst about a year ago with no prior work experience. Although this was a daunting step, I was amazed by everyone's efforts to welcome me and help me land well. From trainings to mentoring sessions with my manager and advisor, I feel like people at Baringa genuinely care about helping me develop personally and professionally. There are also various social activities to get involved with on different levels, which are amazing to get to know the wider team in your BU, at your level, or across Baringa more widely.

Whilst receiving lots of support to grow and develop, I am also being given a lot of responsibility on my projects, where I get a lot of exposure to client teams and have the chance to try a variety of roles from analytical and project management to roles to negotiating with client stakeholders.

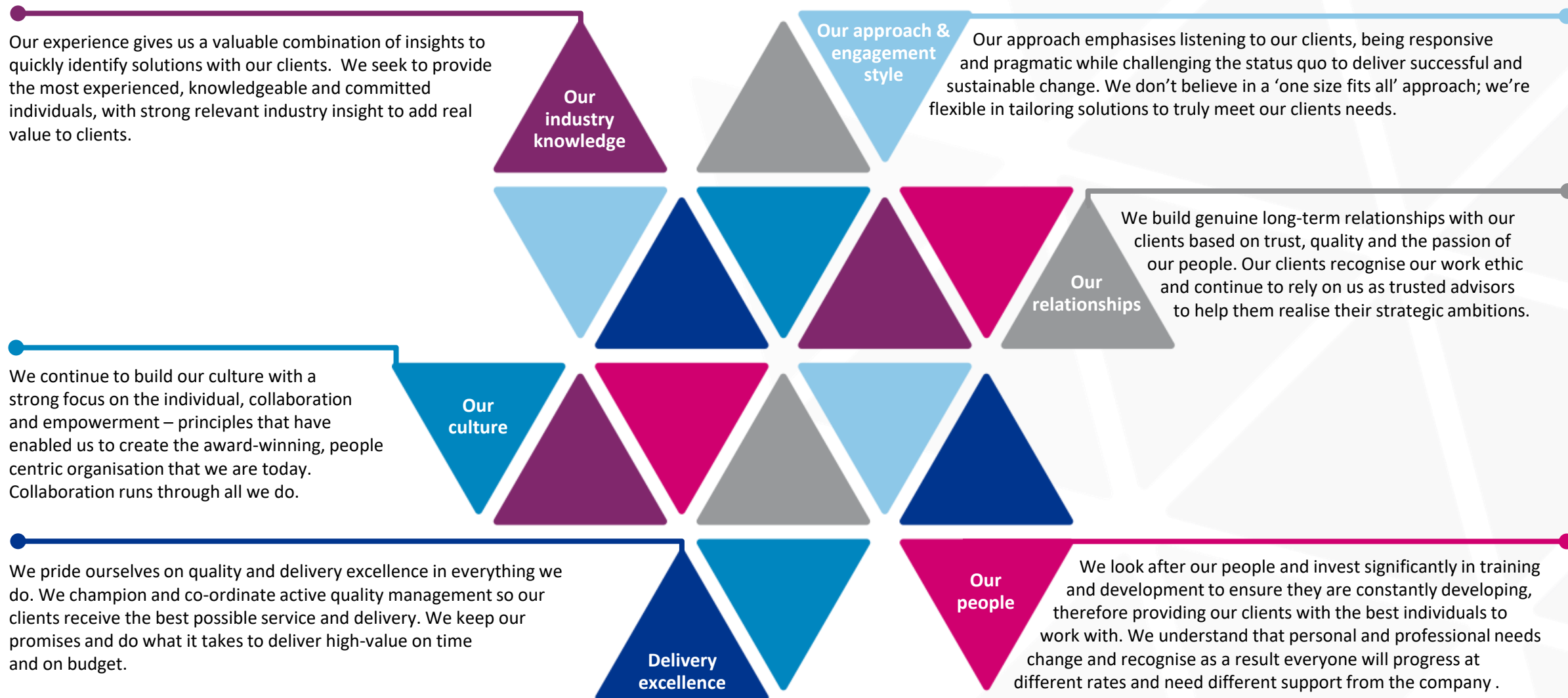
One of the best things about working at Baringa is its unique culture. No matter the level of seniority here, people are incredibly kind, always open to help with any questions or problems, and happy to take the time to meet and check in with you. I genuinely think Baringa is a great place to work with an amazing culture and increasingly diverse community. I would definitely recommend Baringa to anyone looking to work in consulting, especially for someone in the early stages of their career.”

SECTION 4:

An inclusive environment

Baringa differentiators

Putting people first, creating impact that lasts



Our Principles, Values & Behaviours

How we work at Baringa

Principles	Values	Behaviours – how we act at Baringa
Be Kind	Inclusivity	I am inclusive, respecting the contribution of each individual.
	Collaboration	I collaborate with my peers and clients, recognising the team output is greater than the individuals.
	Compassion	I provide honest and constructive feedback, and challenge with good intent.
Be Curious	Passion	I am passionate about adding value to our clients and Baringa.
	Innovation	I seek innovative ideas in order to deliver creative solutions.
	Growth-Mindset	I continuously learn to maximise mine and others' potential.
Be Great at Work	Integrity	I do the right thing by our clients, our people and Baringa.
	Quality	I deliver high quality ideas and service that I am proud of.
	Ownership	I take personal ownership for my performance and attitude.

Our journey so far

Click the image below to hear how we are committed to being brighter together



D&I at Baringa

At Baringa we believe that diversity is paramount to driving creativity, innovation and value that we are all the richer for

Race, ethnicity and gender are our global focus areas. This means we report internally and externally on our progress against these areas and engage each of our geographies on ways to improve representation and engagement in these areas.

Beyond our global focus areas, **we have established six employee networks** that are an integral part of our business, dedicated to supporting individuals across the company irrespective of background, personality or profile. This ongoing commitment challenges us on identifying and influencing our strategy, recruitment, policies and processes in order to further our goal to become a truly diverse and inclusive workforce.

We recognise that many of our colleagues identify with a mix of intersectionality's and have the opportunity to join multiple networks to which they identify as, or that they are an ally to. **We want all colleagues to feel a sense of community, where they are open to share their experiences or challenge with full psychological safety.**



We champion the importance of a diverse and inclusive culture. We know that by creating a workforce which reflects the diversity of our society and celebrates differences, people will feel free to be themselves.

Katy Mirzaie, Partner & D&I Lead

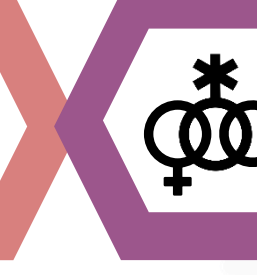
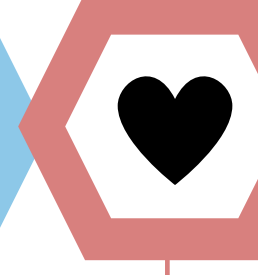
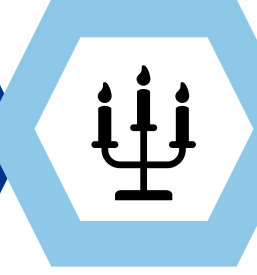
Diversity is being invited to the party. Inclusion is feeling comfortable enough to dance.

Creating communities through networks

People across Baringa have launched multiple networks which support colleagues through different lenses of diversity, equity and inclusion. Key contacts and further information can be found in the appendix.

Neurodiversity

It is estimated that around 1 in 7 people are neurodivergent, meaning that their brain functions, learns and processes information differently. We have created a network to foster education and awareness of neurodiversity and to better support our neurodiverse colleagues.



Social Mobility

We are a community focused on open discussion with colleagues from various backgrounds and empowerment through developing skills via tools and mentorship. We seek to address issues around awareness of Social Mobility, from attraction, retention and progression of colleagues at Baringa.



Interfaith & Belief

Faith is a prominent part of the lives of our people, clients and communities. Our main objectives are to provide safe spaces for people to have discussions on faith related questions, practice their faith freely and to educate our business.

Embrace

Within Embrace we aim to build a diverse and inclusive Baringa, to ensure every employee feels comfortable to embrace themselves, to educate others in adopting inclusive behaviours and mindsets, and to ensure Baringa are recruiting a diverse range of talent. Embrace aims to be the subject matter expert and offer guidance to engage leadership on LGBT+ issues.

Sub-network

LGBTQIA+ Ambassadors

A network of colleagues who do not necessarily identify as LGBTQIA+ but want to help get involved in furthering Embrace's efforts for this community

Gender Diversity

Our ambition is for everyone to feel like they belong at Baringa, regardless of their gender identity. The GDN is not a women's network. It is open to everyone and is dependent upon the contribution of all to create a company environment that we can truly be proud of.

Ethnic Diversity

The mission of the network is to ensure we have a workplace where all ethnicities and cultures are included. The EDN has a number of subnetworks that further the efforts for their specific areas. Our objectives are encouraging and celebrating diversity, promoting inclusion, advising the business, and improving ethnically diverse employee satisfaction/engagement and retention. We focus on identifying equitable steps the business can take to advance diverse talent and provide a safe space for colleagues to share their experiences within Baringa.

Ultimately, we want to provide a sense community for colleagues across different ethnic backgrounds.



Black at Baringa
(B@B is for black and mixed ethnicity colleagues)



Casa Baringa
(Hispanic, Latin and Portuguese background)



MENA
(Middle Eastern North African)



SEEAN
(South East and East Asian Network)



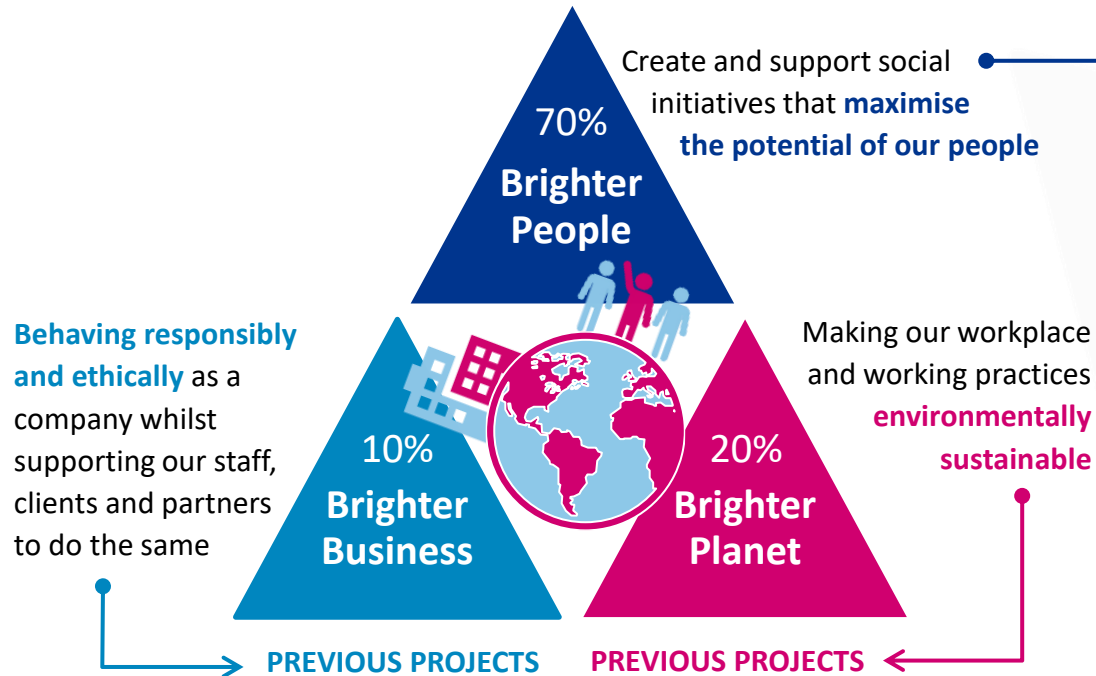
South Asian Network



Mixed Heritage Network

Corporate Social Responsibility

We are a company that stands for something. Our vision is of **Brighter People**, working in a **Brighter Business**, helping future generations to enjoy a **Brighter Planet**



Groundwork Air Quality project:
Help design and build an eco space at ConStreet children's centre (Jan 2017)

Green IT:
Help investigate options for improving the environmental impact of our IT practices e.g. walk up printing

Sustainable sourcing:
Supported the development and implementation of our supplier assessment framework

PREVIOUS PROJECTS

Envision Community Apprentice scheme:
Become a mentor to local schools

Education for the Children:
Become a mentor for business students at the School of Hope in rural Guatemala

Other CSR Policies

The Baringa Community Fund
£250k to support CSR projects through "pro bono" or "low bono" deployment of our core consulting skills

Charity Days
Employees are encouraged to participate in community and charity work and there is an annual allocation of one day per employee for such activities

Cycle to work
Baringa offers a cycle-to-work scheme, in which employees are able to select a bike package from a participating provider and buy the bike through a salary sacrifice scheme and benefit from tax and NIC exemptions

Sponsorship Matching
The Company will match the total donations that an individual employee raises for charity; up to a capped limit of £200 per year

Sustainability – Our Principles and Priorities

To ensure Baringa is maximising our net positive impact for our people, clients, communities and the planet we have defined 9 key principles to live by and 4 key priorities to focus our efforts

Key principles

Environment



- ✓ Take actions based on **science**
- ✓ **Reduce** consumption and carbon emissions first, then mitigate
- ✓ Act as a **multiplier** through supply chain, people and clients

Social



- ✓ Put **people** first
- ✓ Create purposeful **partnerships**
- ✓ Leverage our unique **skills**

Governance



- ✓ Take **accountability**
- ✓ Be **transparent**
- ✓ Make **holistic decisions**

Key priorities

1

Mitigate Climate Change

Align our whole business with a <1.5 °C warming scenario



2

Improve social value

Improve diverse access to the workforce and specifically create routes into consulting for under-represented young people



3

Partner for Goals

Increase our multiplying effect outside direct client delivery in support of our sustainability goals



4

Build a responsible and resilient institution

Improve transparency on our sustainability performance with our people, clients and the market



SECTION 5:

Reward

A decorative graphic on the right side of the slide consisting of several overlapping triangles in various shades of blue, creating a geometric pattern.

SECTION 5.1:

Wellbeing & benefits

Your wellbeing and benefits

Baringa is a listening organisation, one that's continuously learning and improving. We want to help you:

Look after you...

Baringa treatments

We understand the importance of mental and physical health, so we provide a comprehensive range of services that suit your needs.

Our employees have access to an Employee Assistance Programme, Private Medical Insurance, Doctor@Hand and our Mental Health First Aiders.



Baringa People Fund

We want to encourage a healthy approach to work and life and we recognise that wellbeing is individual and not one size fits all. Our People Fund helps people support and actively manage their wellbeing through an activity of their choice.

An allowance of GBP300, EUR350, USD400, AUD550, SNG555, BGN450 is given to all employees (including those on a fixed-term contract of 6+ months).

Look after your money...



Profit Share Scheme

Baringa runs a **TRANSPARENT** profit share scheme based on individual and company performance.

Financial wellbeing

We provide workshops to give everyone the opportunity to access more information on financial planning and money management, as well as a deep dive into our benefits and employee packages.

Look after others...



Corporate social responsibility

We offer our employees 3 days per year to increase the impact Baringa can have with social and environmental causes that we value.

Look after your family...

Flexible absence

We give employees flexibility when taking unpaid absence. This could be taking 6 weeks out each summer to align with school holidays or taking an extended period out regularly for travel purposes.

And these are only a few of the benefits we offer...

SECTION 5.2:

Recognition & events

Recognition

It is our belief that no one represents or celebrates Baringa better than our own people



Annual Awards

Our **Annual Awards** recognise the outstanding work our teams have done each year. From delighting clients, to delivering innovative projects, and supporting our people to giving back to our community, the Baringa Annual Awards is our chance to showcase our colleagues.



Spotlight Awards

At Baringa we believe in 'on the spot' feedback and recognition. **Spotlight Awards** allow anyone in the business to give praise to someone who deserves it. Our spotlights range from someone who went above and beyond on a project, to someone who demonstrated our core values and behaviours in a particular situation with another employee.



Regular Promotion Rounds

We have a strongly meritocratic career path including four **promotion** rounds a year, as well as training, mentoring and leadership development opportunities.

Events

Our flagship company events underpin the importance of the Baringa family

Baringa places a great deal of importance on celebrating individual and collective achievements both professionally and personally.

From **formal events**, previously held at the Connaught Halls, National History Museum and Guildhall, to **summer celebrations**, with far-flung visits to Croatia, Sorrento and more, to our **Winter Party**, full of cheer at places such as Aqua Kyoto/Aqua Nueva, The Fable and Mint Leaf Bar and Grill – **there's something for everyone.**

We invite employee's families to these events too, as we recognise the role they play in supporting our employees through their career.

