



# CASE STUDY



Amino and 24i are sister companies, both of which are within the software technology sector

## ABOUT AMINO & 24i

- Approximately 180 employees across both businesses
- Heritage dating back over 25 years
- Offices in UK, Europe, Hong Kong & USA

"The ability to deliver Domestic Abuse training to our colleagues across the Globe supports and strengthens our commitment to employee Wellbeing and our ESG strategies. Being able to discuss this highly sensitive topic openly has enabled us to support colleagues and provide guidance that will only have a positive impact. Providing a practical 'toolkit' for employees to use and investing in CPD training for our Mental Health First Aiders on a timeless and important topic is invaluable."

**Holly Dacosta** - Head of HR

### Why did you start your domestic abuse journey?

A significant part of our company strategy is based on employee relations, wellbeing and ESG. When the opportunity arose to roll out DA training to our workforce it was a no brainer. Educating our workforce on a universal/global topic, that affects people across all cultures and borders, made perfect sense.

### Have your employees had any training/education?

Domestic Abuse Education delivered a CPD Accredited course on Domestic Abuse Awareness & Supporting in the Workplace, which was attended by our Mental Health First Aiders. They then delivered Lunch & Learn sessions to employees across our global office network in Hong Kong, USA, UK and Europe. These were arranged at the most convenient time for each office, to enable as many employees as possible to attend.

### What feedback did you receive from your employees, following their training/education?

The sessions were all well received, with our employees being engaged and appreciative. We hadn't received requests for this topic to be covered, however, once our employees had attended the sessions we received comments such as "insightful" "very eye-opening" and "relevant", with all attendees finding the training/education valuable.

### Did you find Sharon's Policy a useful tool?

Having a template policy to work with was highly valuable. As a business we do not believe in reinventing the wheel, and knowing experts have developed it gave us confidence to implement the policy, and modify to suit our business and practices.

### How do you ensure your domestic abuse work/policy isn't forgotten?

We have made domestic abuse awareness part of our ongoing wellbeing strategy, which sees us focus on different topics throughout the year. Specifically, this will come under our social wellbeing banner and we will hold further educational talks/training in Q1, on an annual basis. We provide our employees with access to Cornerstone learning software, where they are able to access training and information, in their own time, and along with this we will be reviewing our policy annually, at which point we will share with all employees to ensure they are continuously reminded of this.

### Have you made a difference to any employees?

Following our training sessions we had a number of employees reach out and disclose that this was a personal topic for them. They were all grateful the business was investing in this topic.

### Did you have a budget?

We did not set ourselves a budget, however, the value to our employees far outweighed the cost.