



It's not every day you find your dream job and find out you are pregnant at the same time but that is exactly what happened to *Cassie Brain*. When Cassie was approached for the Head of Workplace Relations role, she thought "this is it, this is the job for me" but she did admit to being slightly nervous about whether she should tell her prospective employer she was pregnant so early in the piece. In her mind the best approach was to just be upfront. Their response was an enthusiastic "congratulations!" - a response which instantly gained her loyalty. At this stage, only her husband, family and *DuluxGroup* knew about the pregnancy! Cassie found the overall interview process to be a positive and open experience, which reflects the general culture of openness at the company.

DuluxGroup prides itself on offering flexibility and support for its employees. With a background as an employment lawyer, Cassie was used to less progressive working environments within the legal industry and at employer clients: where typically flexibility was hard to come by and working part-time was potentially viewed as not being serious about your career. However, Cassie has found this to not be the case since working at DuluxGroup.

Returning to work after parental leave, Cassie has benefited from DuluxGroup's flexible and supportive work environment.

Now with three children, Cassie utilises the

amazing flexible working options, which importantly have not been met with any resistance. At DuluxGroup, flexibility such as working part-time, is not viewed negatively. Cassie has found DuluxGroup to be an exciting and interesting place to work due to the multifaceted nature of the business and industry. "There is always something interesting to work on and the work is multidimensional. In addition, your skills and experience as an employee are valued within the organisation." For Cassie, there are several key things that are important

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when it comes to what really matters from an employment point of view. These include a flexible working environment, recognition of skills, effort and talent, career progression and opportunities, and a general openness in the company - values which Cassie believes are reflected at DuluxGroup. These aspects not only promote a productive and supportive workplace culture, but they highlight DuluxGroup's commitment to valuing and investing in the long-term careers of their employees, as in the case of Cassie's story.