

LONDON CIRCUS (DBD) IMPROVEMENT STRATEGY

At the time of the assessment local management came under the authority of Jay Gernaught and Kandy Spice who both declined any offer to comment on the results of the Human Trade Assessment (Stage 2) and have subsequently made considerable effort to avoid any evaluation of the social environment at DBD. On the 24th December London Circus summarily dismissed the local union representative. Kandy Spice accused Jimm Diezel of refusing to comply with a reasonable request after beginning a debate when London Circus was unable provide an item PPE.

In ordinary circumstances TOK Corporation would work with London City to identify the factors behind any the poor results. We would come together with the workforce, management and local organisers to ask critical questions:

- How can London Circus better support the community and families of the men and women it it's workforce?
- Why do so many feel that their dignity is lost while they work at London Circus?
- What can management at London Circus do to give the workforce a greater sense of integrity from DBD?

We would collaborate and suggest different ideas:

- Quaterly meetings between workforce and management.
- Greater access to management training program with a key focus on improving management standards and promoting professionalism.
- Monitor stress levels while developing a policy in consultation with trade union representatives.

We would set targets and track their progress as London City improves social support.

Then we'd return in a year to measure their progress and report any developments in their annual Human Trade Assessment.

Unfortunately London Circus have declined any offer to comment.

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HTCRv1.11
COMMUNITY
SCORECARD

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DELBOY DISTRIBUTION (DBD) LONDON CIRCUS

DEMORAPHS
POTRAIT

AGE

BEST: 36-45 (C)
WORST: 46-55 (D)

KEY GROUPS:
BRITISH (C)
BLACK (D)

PARTICIPATION:
FEMALE: 6.9%
CASUAL: 4.2%

GRADE:

D

BEST:
SAFETY
(C)

WORST:
DIGNITY
(E)

YOUTH FACTOR

BEST: SAFETY (B)
SECURITY (B)
WORST:
INTEGRITY (F)

SERVICE TIME
(MONTHS)

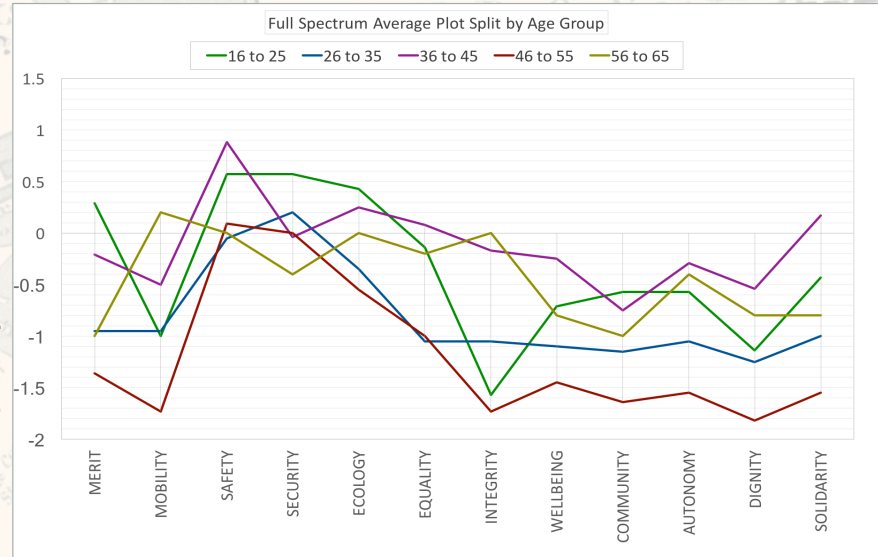
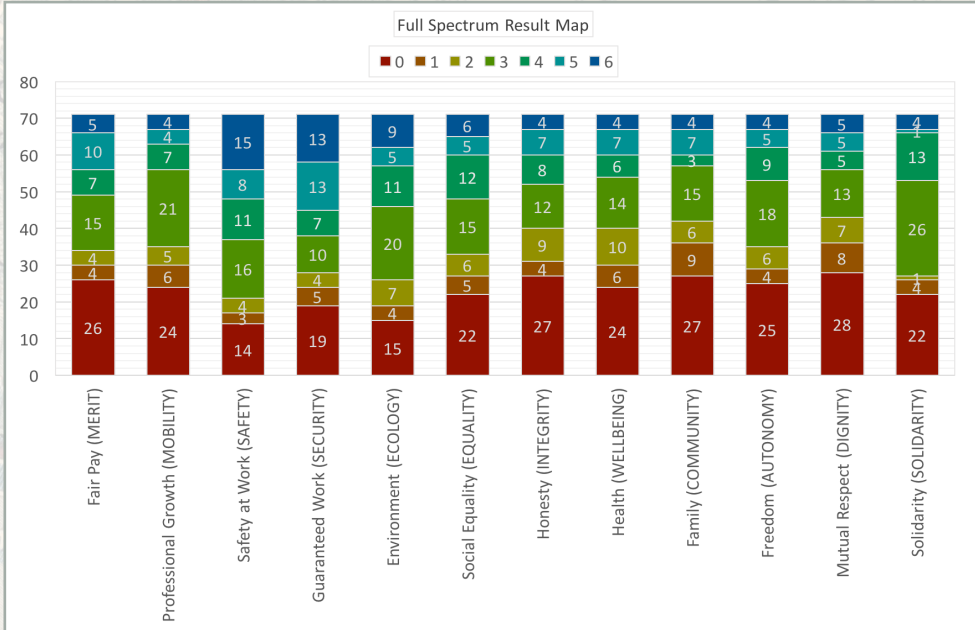
BEST: 6-12 (B)
WORST: 24-48 (E)

KEY NOTES:

40% CLAIM NO DIGNITY AT WORK
FAMILY SCORED 1 POINT ABOVE DIGNITY
DBD DECLINED TO COMMENT

DELBOY DISTRIBUTION (DBD) AUGUST 2019 CITIZEN REPORT CARD RESULT BREAKDOWN SUMMARY

71 Citizen Report Cards (CRCs) were collected from an estimated 140 workers by local union representative Jimm Diezel at DBD London Circus (LC). **Dignity, community and integrity** were identified as the key areas of concern. **Dignity** held the lowest result with 40% of all respondents reporting strong disagreement with similar results for protection of **community and integrity**. **Integrity** was the worst result for members of the workforce aged 16-25. All age groups rated **dignity and community support** as inadequate while results for **integrity** were closer to neutral with workers between the ages of 36-45 and 56-65. The highest degree of general dissatisfaction was for the participants ranged between the ages of 46-55.

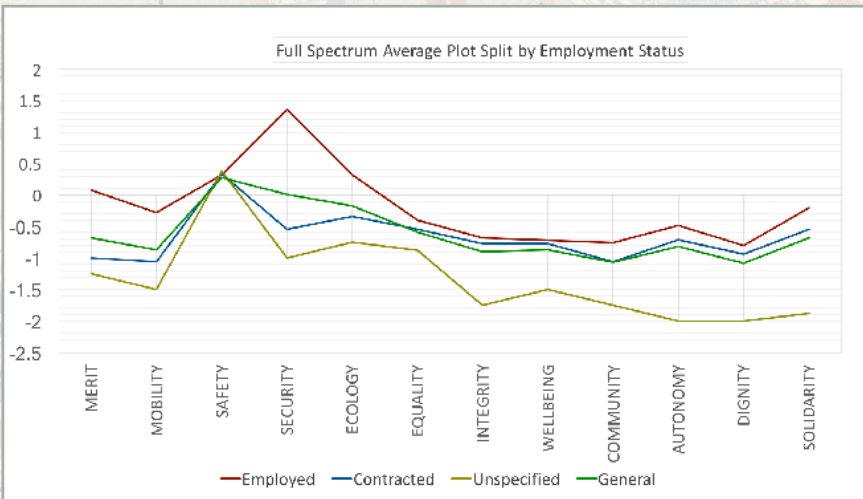


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Employment Status and Major Ethnic Group Split

Feedback revealed two major ethnic groups at LC. Results from **British respondents** correlated with the average in all areas except **merit, mobility and security** with broadly neutral



results that were above average at LC. **Black participants** were more likely to select "contractual" employment status (61%) than the standard 49% and expressed greater levels of dissatisfaction than non-blacks in every element. Management have declined any offer to comment.

