

Zephyr Holdco Ltd - 2019 Annual Report Addendum

Directors

Simon Patterson (Silver Lake)
Christian Lucas (Silver Lake)
Przemyslaw Obloj (PSP)
John Sutton (Red Ventures)
Alex Chesterman

Key performance indicators (KPIs)

The Group measures its performance through the following financial and non-financial KPIs.

	2019
Group revenue	£383.6m
Loss for the period	£(106.4)m
Visits ¹	700 million
Leads ²	54 million

¹Visits comprise individual sessions to the Group's websites or mobile applications by users for the year as measured by Google Analytics.

²Leads are measured at the point when a consumer shows intent to contact or switch, for property and comparison respectively via a form hosted on the Company's website.

Our work in the community

We understand that we have a responsibility to make a positive impact on our environment, for charity and for our local communities.

We continue to be strong supporters of small charities that serve local communities and in 2019 we raised over £50,300, these were spread over a number of good causes including Crisis Homelessness, Great North Air Ambulance Service, Cornwall Air Trust and St. Richards Hospital Trust, plus multiple smaller charities.

Beyond fundraising efforts taking place by individual teams and colleagues, we also help support its charity partners through a number of initiatives:

Donation Matching: We will match up to £500 raised from fundraising events and activities in aid of its six employee-nominated charity partners, and up to £250 for any other charity.

Good Deed Day: Employees are entitled to a full day's annual leave to volunteer for a registered charity or non-profit organisation that is close to their heart.

Payroll Giving: We match employees' monthly donations to charity by up to £40 a month for its main charity partners, or up to £20/month for any other charity.

Working with us

We want our people to feel supported, motivated and inspired across everything they do.

We believe our transformative learning culture is one of our defining features and aim to foster in our people a thirst for knowledge, eagerness to learn and give them the opportunities to thrive. This is highlighted by the fact we are on the Government Register of Approved Training Providers.

Diversity, equity and inclusion is at the heart of our culture. We are making constant assessments to ensure we provide equal and fair access for all. We believe that all current and future employees should have fair and equal access to opportunities regardless of age, sexual orientation, gender, disability, race, nationality, ethnic origin, trade union affiliation, belief or religion.

Human rights are not a material issue for the company. As such, there are no incidents or necessary actions to report.

Gender mix across ZPG as at 30th September 2019

	Number		Percentage	
	Female	Male	Female	Male
Directors	0	5	0%	100%
Senior Management	29	65	31%	69%
All Employees	357	500	42%	58%