Our Culture

So, what’s it like to work at EC?

At EC, we blend CREATIVE EVENT AGENCY thinking and PRODUCTION COMPANY doing to deliver extraordinary events and everlasting experiences.

Enabling our clients to deliver lasting experiences that matter, for the people that matter to them.

Our partnerships with our clients underpin everything, because when they dream big, so can we... but it's our amazing team that turn those dreams, into reality.

Our client promise is to make the extraordinary, everlasting.

We want to make your time with us extraordinary and everlasting too.

EC

Us

We believe that shared experiences are the most powerful.

We spend so much of our time at work, and with the people we work alongside. It's so important that this particular shared experience is a positive one.

It's a partnership, an opportunity to make new friends, learn new things, be inspired, and to grow. Personally, and professionally.

This book won't provide details about how to contact IT or bore you with legal jargon, but it will help you begin to understand what is important to us (spoiler alert … that includes you), our values and the way we make decisions as a team and as a business.

The big picture

Our belief:

We believe in the lasting value of shared experience.

Our purpose:

We blend agency thinking and production company doing, enabling our clients to deliver lasting experiences that matter, for the people that matter to them.

Our vision:

To be the global partner of choice for those wanting the best of event agency thinking and production company doing.

Promise:

Making the extraordinary, everlasting.

EC

Values

We are a values driven organisation.

Our values form an important part of who we are and how we behave as a business and as the collective of individuals that make up that business.

It's not just what we do that matters, but how we do it. We care about each other and our clients as deeply as we care about the work. We act with creativity and conscience, guided by the principles we share.

ALWAYS EXCELLENT
We pursue perfection, without letting it hold back our creativity. Add our meticulous attention to detail and we deliver excellence for our clients every time.

CREATIVE INGENUITY
Creativity isn't the responsibility of one department. We are all trusted to try new things and problem-solve. Not just doing, but asking, 'Why are we doing it?'

DO MORE WITH LESS
Every resource is limited so we must be resourceful. From time and budget to raw materials, we waste no opportunity to make the most of them.

PASSIONATELY PROUD
We are immensely proud of our team and the work that they create. We deliver our work with infectious passion.

TALK
Open, honest dialogue is about knowing when to talk, and when to listen. Only by including every voice can we do work that really matters.

WHAT'S NEXT?
Never stop inventing. Innovate always. What do you want to be next?.

EC

Our Brands

There are a lot of us that make up the team within the EC Group.

A family of brands that allow our clients different routes to specific products, but behind the scenes, it's all delivered by one awesome team.

EC GROUP

- EC EVENT CONCEPT
- EC PRIVATE
- EC HIRE
- Veevers Carter
- HIVE PROP HOUSE

Our Locations

London

Units B2 – B4
Galleywall Trading Estate
Galleywall Road
London SE16 3PB

+44 (0) 20 7740 3988
info@eventconcept.com

New York

Event Concept Inc.
61 Greenpoint Ave #603
Brooklyn,
NY 11222

+1 (929) 251 6994
info@eventconcept.com

EC

Your experience matters

Life at EC

We create experiences that matter for the people that matter to our clients, but guess what, you matter too. Nothing we do is possible without you.
Our people.

When we ask our people ‘what is it you love about working at EC?’ the top answer is always the same “the people!”

We teach each other, we learn from each other and there will always be someone who has your back.

We make the extraordinary, everlasting.

Our employee pillars

There are four key areas that summarise what it means to be part of the team at EC.
They are the pillars to which we hold ourselves accountable as an employer.

VOICE

You will be given a voice.

Creating extraordinary experiences for our clients, and our people hinges on a culture of bravery, autonomy and openness.

We will come to you often and ask you 'what works? what doesn't?'

We expect you to use your voice and to speak respectful truth, but we are many, so it's also important to understand when to listen.

We commit to communicating openly and honestly, and that there will always be someone ready to hear you, whatever you have to say.

GROWTH

Growth is a human condition; it's quite literally in our DNA.

Our partnerships with our clients underpin our Ability to grow, to do new things, to ask ourselves – 'what's next?'.

We expect you play an active role in your own story, to be open about your hopes and expectations and to work with us on realistic pathways. Seek solutions and think creatively. Learning is a journey.

We commit to creating a culture where you have room to grow, personally and professionally. We're ambitious, we're reaching for the new and exciting, and we will support you to do the same (if that's what you want!).

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Our employee pillars

There are four key areas that summarise what it means to be part of the team at EC.
They are the pillars we hold ourselves accountable to as an employer.

EXPERIENCE

We hire amazing people.

The variety of skills, diversity of personality and background, and the all-round fantastic-ness of our team is one of the best things about life at EC.

This extraordinary mix of people allow us to do some pretty epic work and have some fun while we do. We take the work seriously, but not ourselves.

We expect you to bring your whole self to work, and to foster our culture of belonging, open mindedness, and passion for the new and exciting. Support one another.

We commit to creating a culture where you feel that you belong, and have a support network of great people, who do great work.

CONSCIENCE

We strive to do the right thing; by our people, the world around us and our wider community.

We do not 'do' at all costs.

We expect you to consider your impact on others and on the world around us. Give back, pay it forward. Consider the value of finite resource. Be kind.

We commit to being a brand that you can be proud to work for.

EC

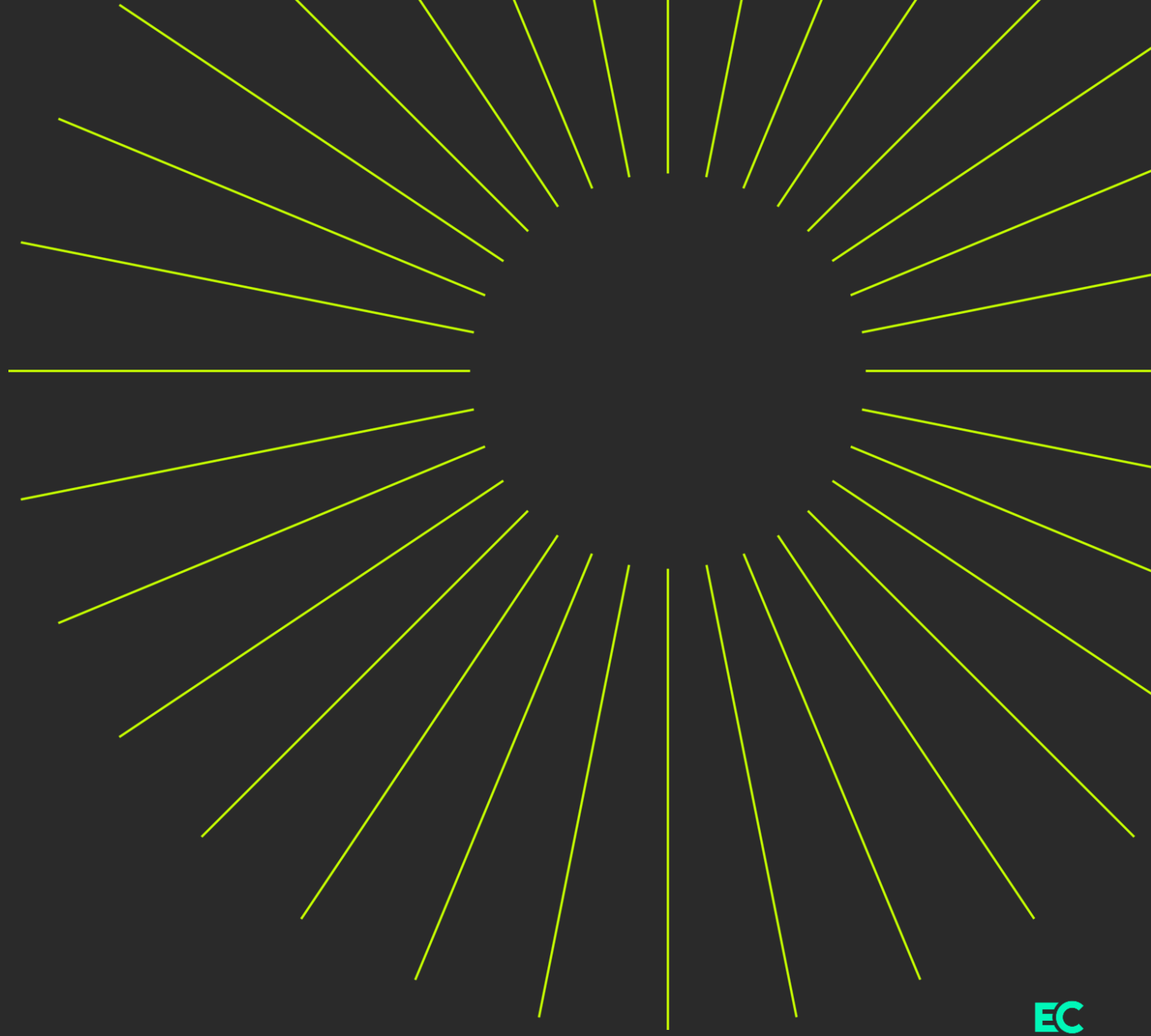
Your voice
Your growth
Your experience

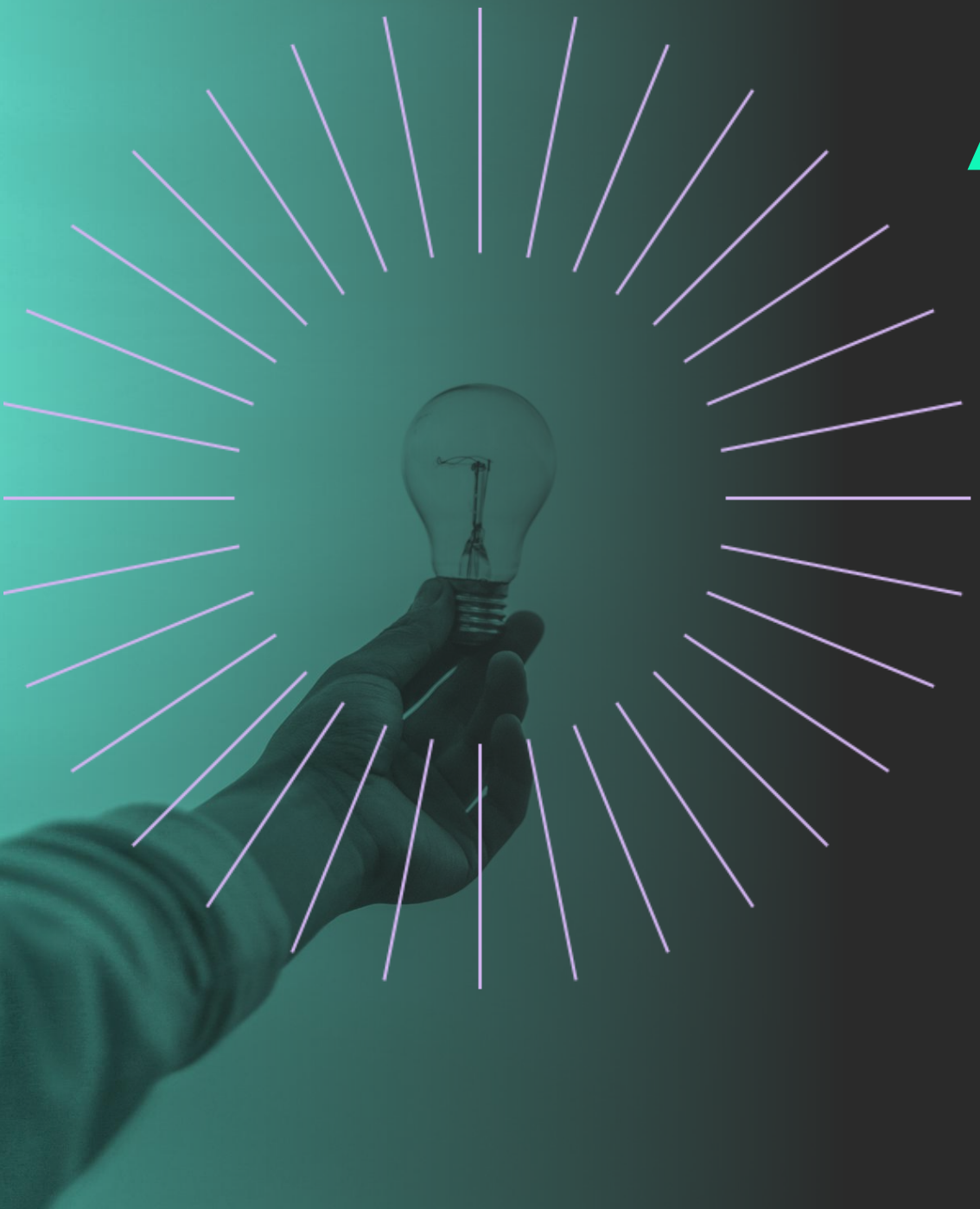
#YourEC

EC

OUR CULTURE

A little more about how we do things ...





AUTONOMY
and creative FREEDOM

We have ways of doing things (no one likes complete chaos) but along with that you will be given the freedom and autonomy to do your work from day 1. Being told what to do is easy, but it's also dull.

There are processes we all follow, born from experience and they are there for a reason but that doesn't mean that they can't be improved.

We are open to suggestions and new ways to approach challenges #CreativeIngenuity.

If we are not making mistakes, we are not moving forwards.

IMPACT
without
IMPACT

We love what we do, but we are not blind to the fact that our industry has a way to go when it comes to delivering events sustainably.

To combat this, we have a 2030 Pledge and we ask all our people to sign it. We do this because we know what we are striving for is not easy, and we don't stand a chance without your help; at EC, Everyone Counts.

We've made great strides against our pledge but have a long way to go, so we'll be asking you to #DoMoreWithLess wherever you can and take responsibility for your part in educating yourself, your colleagues and our clients.

Our ambition is to create extraordinary experiences, whilst avoiding negative impacts on people and planet..

We are a #PassionatelyProud bunch, and this shows in the work ethic and dedication of our team.

The show must go on, whether you're ready or not. We know the adrenaline junkies that deliver shows thrive on this, but we also know that this can sometimes create a pressured and stressful environment.

There is only one you. We don't want you burnt out and exhausted so if you are struggling with anything at all please say something. We can't always promise to be able to wave a magic wand and fix things immediately, but we do promise to listen. Use your #voice.

Your mental and physical wellbeing is more important than anything. We take care of each other

Much of the work we do requires specialist skills. But there's another skill we all need to have: the interpersonal kind. It isn't optional. Being skilled at what you do is important, but it's not all that matters. There are no teams of one here, you'll be introduced to our Core Behaviours which lay out how we ask you to show up.

We all have different ways of working. Take time to get to know everyone – we're all more than our job titles. By understanding who people are, collaborative working becomes so much easier.

We're one team. The health and harmony of that team is everyone's responsibility.

We all

BELONG

We have a large, eclectic team, collaborating to create wonderful things. Designers, technicians, carpenters, florists, warehouse workers, drivers, marketeers, crew bookers, internal ops teams... and so many more.

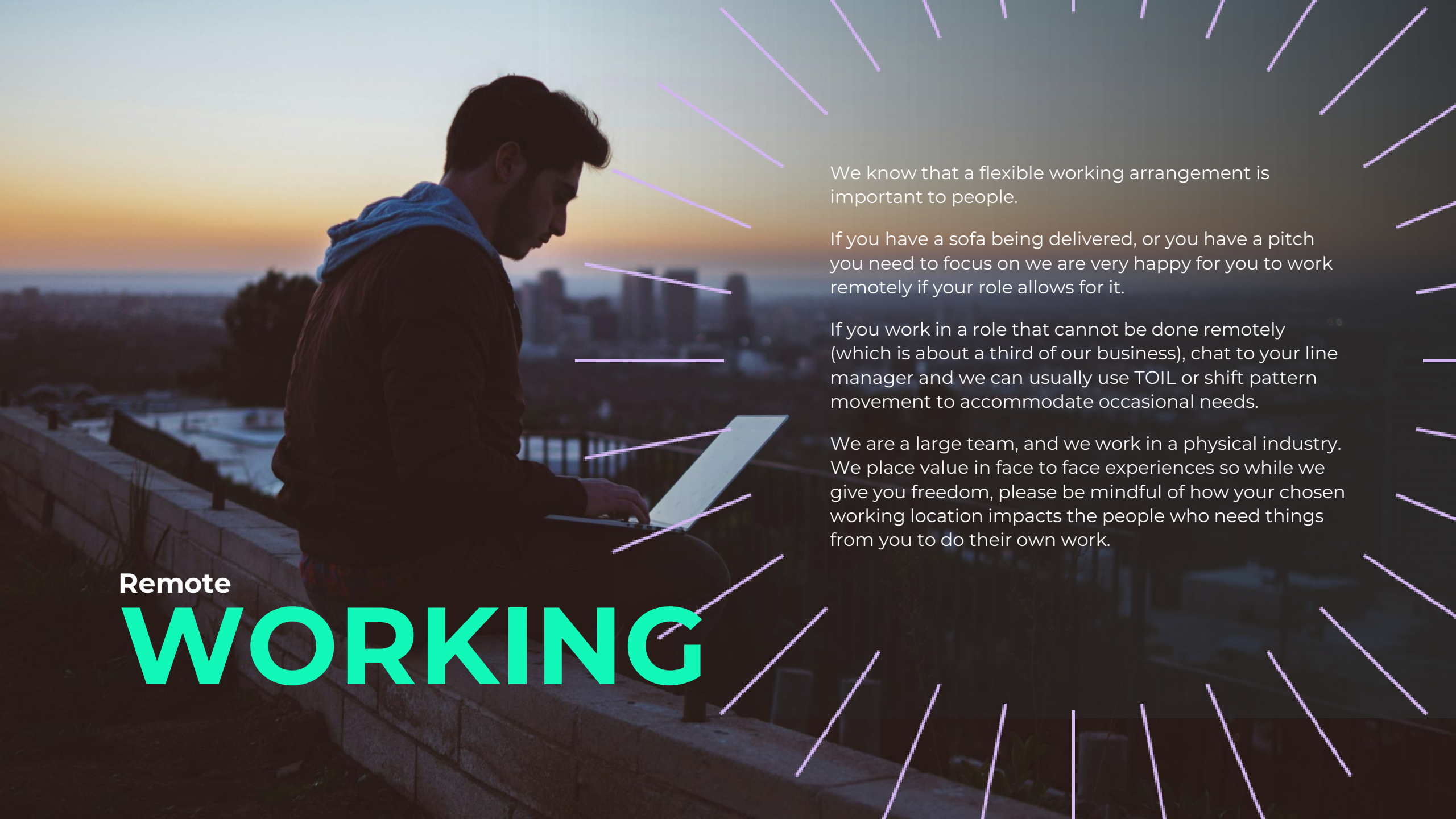
Our individual differences are what make us stronger when we are united. All of us part of a complex ecosystem and all here to help us turn ‘will this work?’ into ‘this will work wonderfully’.

Wherever you are in the world, you’re part of that team.

Have
FUN
Use common sense

Our space is a place where we work together and have fun together. We don't tell you what to wear, where to sit, or how to behave. We ask you to use your common sense. If we have clients coming coming in for a walk around, have a tidy up.

Don't pretend to be doing something you're not. If your brain is fried and you need some space, go and take a stroll. No one is going to reward you for sitting at your desk not doing anything. Do what you need to do to ensure you do great work, even if sometimes that means stopping work.



Remote WORKING

We know that a flexible working arrangement is important to people.

If you have a sofa being delivered, or you have a pitch you need to focus on we are very happy for you to work remotely if your role allows for it.

If you work in a role that cannot be done remotely (which is about a third of our business), chat to your line manager and we can usually use TOIL or shift pattern movement to accommodate occasional needs.

We are a large team, and we work in a physical industry. We place value in face to face experiences so while we give you freedom, please be mindful of how your chosen working location impacts the people who need things from you to do their own work.

We are all

STUDENTS

we are all

TEACHERS

This has nothing to do with seniority. We all snatch the pebble from each other's hand. The idea of student becoming teacher and teacher becoming student is one of the greatest aspects of what we do.

We share and learn from each other, daily. And while we don't expect you to hold anyone's hand, we encourage you to be a mentor as much as possible.

Maybe you'll learn something too.

OUR CULTURE

Benefits

Benefits

Our benefits are designed to enhance your overall experience and stay true to our culture and our commitment to you as individuals. They range from enhanced annual leave to peanut butter in the cupboard! Below is a handy guide:

What is the benefit?	When am I entitled to it?
Time off, long service & flexible working	
25 days annual leave, plus bank holidays.	Day 1
We reward loyalty, you'll get an extra day of annual leave for every full year you work for us from 5 years, to a maximum of 30.	Day 1
Annual leave purchasing– you can purchase up to 5 days of leave every calendar year between 1st March - 31st March.	Probation end
Everyone gets poorly sometimes, we want to ensure you take time to rest and recover and we will pay you for up to 10 days of sickness absence each calendar year.	Probation end
After you've been with us for 5 years, you'll be entitled to take a sabbatical of up to 30 days, unpaid.	After 5 years
We offer flexible working for most of our roles, allowing you to work remotely and flexibly around your work and life requirements.	Day 1
We reward loyalty with bonuses paid at 5, 10, 15 and 20 years service.	After 5 years
Death in service, 4 x base salary after 5 years continuous service.	After 5 years

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Benefits – UK

What is the benefit?	When am I entitled to it?
Family Leave	
We have an enhanced company policy on maternity, paternity & adoption leave.	After 1 year
If you are going through IVF or adoption settlement, you'll be entitled to 8 days at full pay.	Probation end
Pension, Health and Wellbeing	
Access to our in house listener. She comes in twice a month and is there to listen. Sometimes you just want to chat to someone who isn't a line manager or colleague - maybe about work, maybe about personal things. This is a safe and entirely confidential space.	Day 1
You'll get access to Medicash - a healthcare cash plan that allows you to claim back the costs for your everyday healthcare, such as optical and dental treatments, prescriptions, physiotherapy appointments, private screenings, complementary therapies, and so much more.	At Month 1
Access to private virtual GP appointments through Medicash.	At Month 1
Access to gym membership discounts, workout videos etc through perkbox and Medicash	At Month 1
Perkbox subscription giving you: • Access to 1000's of discounts on everything from cinema tickets to your weekly shop • Points provided by the company which can be used as vouchers or money on lots of different products! • Free weekly coffees!	At Month 1
Standard pension contributions through auto enrolment.	Day 1

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Benefits

What is the benefit?	When am I entitled to it?
Salary sacrifice	
Cycle to work scheme, giving you up to 40% off a new bike and/or accessories.	Probation end
Season ticket loan.	Probation end
Making a difference	
MHFA training - we have a team of trained Mental Health First Aiders. We regularly update the training and the team so if this is something that interests you, there is opportunity to get involved.	Probation end
Volunteer Days - Help a cause close to your heart. You'll get 1 day per year (on top of your annual leave) that you can use to volunteer for a charity or community project.	Probation end

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Benefits

What is the benefit?	When am I entitled to it?
Using your voice	
We have a Culture Committee, recruited as a new team each March and everyone has an opportunity to throw their hat into the ring. This team manage a large budget and influence and organise the annual social and culture calendar. We have a Green Team, attended by individuals from all over the business with the single purpose of helping us to achieve our 2030 Pledge. You'll have the opportunity to join them if this is something you're interested in.	Day 1
Enhanced policy	
If you find yourself in a situation where you have life changing circumstances we support with enhanced policy, support and pay for: Long term health issues, miscarriage, menopause, bereavement and with LGBQT+ policy to support transitioning.	Varies by policy

EC

Benefits

What is the benefit?	When am I entitled to it?
Social time & food (because food feeds the soul)	
Our Culture Committee are always planning something - pancakes for pancake day, pies for national pie day (yep we really did), Indian treats for Diwali, or fruity vitamin shots in busy season. There are regular, thoughtful things going on most weeks.	Day 1
Office pantry – Short on time or having a busy day? Help yourself to basic supplies from our Pantry which is open to everyone.	Day 1
Kitchen supplies - in addition to the pantry you'll find bread, peanut butter, jam, teas, coffees & various milks for whenever you might need it!	Day 1
Various social gatherings throughout the year with larger celebrations in summer and at the start of the new year.	Day 1
Quarterly company update. Held with all employees and an opportunity to hear all about what's been going in, and what's coming up. Your chance to hear first hand from the Leadership Team and to hang out with colleagues for a drink and some food.	Day 1
Most Valued. Our monthly highlight for team members who have lived and breathed our values that month. Not only do you get a huge round of applause but a £50 voucher too.	Day 1
Opportunity to attend industry events, trade shows, exhibitions relevant to your role.	Day 1

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Making the extraordinary everlasting

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