



Joanna Foster **Marketing Manager**

I am incredibly grateful for the family-friendly culture at 4PS, which has played a pivotal role in shaping my career over the past few years while allowing me to be present for my family's most important moments.

When I first joined 4PS as a Marketing Manager, I was in a phase of life where flexibility to balance my career with family commitments such as school runs or poorly children was so important to me. The company's commitment to flexible working made this possible from day one. For example, I can manage my schedule to ensure I can drop off and pick up my children from school. If there is a school play or a parent's meeting, there is no issue with me taking this time out of my day so that I don't have to miss out on these important times in my children's lives.

4PS's hybrid work policy recognises that work can happen effectively from anywhere, and I think this creates a sense of trust and autonomy among employees. This has empowered me to manage my work responsibilities efficiently and allowed me to work from home when needed, including during school holidays. This allows me to be there for my children, and knowing I can adapt to my family's needs has added immeasurable value to my work-life balance.

Our company understands the importance of family, career, and work-life balance. It's workplaces like 4PS that empower employees to achieve their career goals while nurturing their personal lives, and I'm proud to be a part of this organisation.