

## RPA Employee Ownership Trust Press Release

---

Risk & Policy Analysts Limited have announced that on the 3<sup>rd</sup> April 2019 they transitioned to become an employee-owned business run through an employee ownership trust (EOT).

Pete Floyd and Meg Postle founded RPA in 1990 providing independent consultancy to the private and public sector across UK and Europe. RPA has developed a strong reputation and proven expertise in the fields of environment, economics, chemicals, UK & EU policy and sustainability. RPA's headquarters are just outside Norwich in Loddon and are supported by London and Brussels offices.

The decision to transition to be an employee owned business was driven by the desire to sustain the company's independence and recognition of the fact that the company was built through the hard efforts of its employees. Pete Floyd said "It is a great time to step back as I know that the jobs we created are in safe hands and the team will flourish over the coming years".

Staff will own 75% of the business through the trust, with future profits being shared equally. Newly appointed Managing Director Matthew Lambert and long-term employees Panos Zarogiannis and Teresa Fenn become Directors and join Meg on RPA's board. They will work with the newly appointed Trustees to ensure RPA grows and develops for the benefit of all employees. The Trustees compromise two elected directors, two elected employees and an independent trustee.

When asked what the transition meant for staff, Researcher Liam Wakefield said "This is a really exciting opportunity for myself and my colleagues. I really feel part of something now, and I'm sure it will show in our work". Elizabeth Daly, who is one of the employees elected to the Trustee board, stated "I'm looking forward to our first meeting and contributing to the future development of the company".

Matthew Lambert confirmed "This is a fantastic start to 2019 for us all. Everyone has contributed to our future vision and we are all excited by our plans to grow profit and headcount this year whilst ensuring that RPA remains a great place to work."

RPA has joined 330 other employee owned companies and became a member of the Employee Ownership Association (EOA). Deb Oxley OBE, CEO of the EOA, said: "We congratulate Risk & Policy Analysts on its transition to employee ownership. By widening ownership of the business to its employees Risk & Policy Analysts is securing the future of the business, including its ethos, values and employees, while rooting itself locally for the longer term to the benefit of the communities which it serves".