



Employee Development & Experience Governance Model

Board Oversight



Human Resources Committee

Oversees talent development, talent acquisition, learning & development and employee value proposition strategy and risks.

→ Frequency: Quarterly

Management Oversight



Executive Committee

Executive alignment on succession, learning & development, experience, performance, retention and hiring programs.

→ Frequency: Monthly

Human Resources Leadership Team: Meets monthly to discuss strategy direction, risk mitigation, monitoring of performance and key decisions.

Initiative based working groups:

- **Functional Committees**
 - Operations
 - Merchandising
- **Process Committees**
 - Human Resource Policy
 - Headcount
 - Change
- **Project Committees**
 - Initiated on an ad hoc basis

Functional teams:

- Operations
- Merchandising
- Marketing
- Human Resources
- Information Technology
- Communications
- Finance

Enablers

Partners

