Appendix:

a) Demographics

There were 71 responders to the survey, with a relatively even split across the sourcing industry:

	Industry	
Advisory / Support	30	42%
Supplier	25	35%
Buyside	16	23%
Total	71	

We had looked to further break down the responders in the following categories, living arrangements & children at home

	Living arrangements	
Other	1	1%
Own house (alone)	5	7%
Own house (with family)	57	80%
Renting (alone)	2	3%
Renting (house/flat share)	6	8%
Total	71	100%

Labels	Children	
No	28	39%
Yes - 1 child	10	14%
Yes - 2 children	27	38%
Yes - 3 or more children	6	8%
Total	71	100%

b) NPS for the 4 wellbeing metrics; as referenced in the summary

Life / Emotional	**70%**	**NPS**	
1	4	2%	9%
2	20	8%	
3	33	12%	12%
4	84	32%	79%
5	125	47%	
	266		
Job Satisfaction	**53%**	**NPS**	
1	4	2%	10%
2	20	8%	
3	66	27%	27%
4	72	30%	63%
5	80	33%	
	242		

Social	17%	NPS	
1	7	3%	22%
2	38	19%	
3	78	39%	39%
4	44	22%	39%
5	35	17%	
	202		
Financial Wellbeing	**57%**	**NPS**	
1	4	2%	5%
2	8	3%	
3	81	33%	33%
4	64	26%	62%
5	90	36%	
	247		

c) **Impact on productivity;** As referenced in the paper, the majority of people indicated an increase in productivity, however the percentages identifying no change or a negative impact were compelling, and as such we investigated some of the commentary behind it to flag common themes which were called out in the paper

Productivity	
less or significantly less productive	24%
no change	32%
more / significantly more productive	44%

Less / significantly less productive commentary:

- Children noted in 6 of 13 negative responses
- Isolation / lack of engagement noted in 7 of 13 negative responses

More / significantly more productive commentary:

- Fewer distractions noted in 15 of 31 responses
- Travel / commuting noted in 8 of 31 responses

d) **Commitment to wellbeing;** There was no significant statistical difference between the Buy / Supply / Advisory / Support side percentages. All reporting between 60-70 improved 20-35 same 0-12 worsened – the data would suggest that firms on the supply side have seen fewer improvements to wellbeing, given they're at the low end of improved and top end of worsened, however given the sample size of 25

	Org Commit 2 WB	
Improved	44	62%
Stayed the same	22	31%
Worsened	5	7%

	Org Commit 2 WB	
Advisor	16	
Improved	10	63%
Stayed the same	5	31%
Worsened	1	6%
Buyside	16	
Improved	10	63%
Stayed the same	6	38%
Supplier	25	
Improved	14	56%
Stayed the same	8	32%
Worsened	3	12%
Support	14	
Improved	10	71%
Stayed the same	3	21%
Worsened	1	7%

e) **Perception of homeworking;** Whilst the perception of homeworking had increased across all demographics, it was noticeable that the people surveyed from the customer/buyside of the sourcing landscape were much more positive about the increased homeworking, however the detail behind the survey didn't indicate any statistically significant trends as to why.

Row Labels	Perception of HW	
Advisor	16	
Improved	6	38%
Worsened	2	13%
Buyside	16	
Improved	12	75%
Supplier	25	
Improved	11	44%
Worsened	4	16%
Support	14	
Improved	8	57%
Worsened	1	7%
Grand Total	71	

f) **Current homeworking vs future homeworking;** The current vs future questions provided us with a view, as expected that people are looking to increase their homeworking in the future

Permanently	No change	100%
Frequently	No change	85%
	Increase to occasionally	5%
	increase to permanently	10%

Occasionally	increase to frequently	41%
	Increase to occasionally	26%
	Increase to permanently	26%
	Reduce to rarely	7%
Rarely	Increase to frequently	47%
	Increase to occasionally	47%
	Increase to Permanently	7%

g) Commuting time; The results, as mentioned in the summary demonstrated some significant savings in commuting time. Of the 13 people who estimate saved commuting times of over 3 hours, the expected future working saw each of the 13 indicate an increase in homeworking,

Row Labels	Time saved commute	
1-2 hours	28	39%
2-3 hours	16	23%
3-4 hours	10	14%
4+ hours	3	4%
Under 1 hour	14	20%

h) Additional working hours; as detailed in the paper

Additional Hours worked	
0-1 hours	10
1-2 hours	19
2-3 hours	14
3+ hours	9
None - I work less hours	3
None - I work my allocated hours	6
None - I work my allocated hours	10

i) Exercise / team engagement; we had asked questions about the impact of homeworking on team engagement and exercise with no real statistical indication in the results or follow up in the commentary fields

Exercise	
More	29
Same	26
Less	16

Team engagement	
Improved engagement	23
The same engagement	28

Worsened engagement	20