



Approved: October 2022  
 Next Review: October 2023

Phoenix Group recognises that it has a responsibility for the welfare of all colleagues. The Group is committed to attracting, developing and retaining the best talent. A healthy and high performing workforce is vital to the success of the business. Building an engaged and productive workforce provides significant opportunities to enhance business performance, benefiting customers, shareholders and employees alike. Implementation of this Health and Wellbeing Statement sits with each and every employee within the Group and is an area of continual improvement.

Phoenix’s focus is to support colleagues to make better life choices, providing the tools and resources for them to manage their mental, physical and financial wellbeing in and outside of the workplace across a range of life stages.

Wellbeing is considered a key enabler in creating an inclusive, attractive and safe working environment for all.

Looking after our colleagues	Keeping the conversation going
<p>The Group will provide support to help colleagues manage their mental, physical and financial wellbeing in and outside of the workplace.</p> <ul style="list-style-type: none"> <li>- Employee Assistance Programme Confidential Helpline 24-hour helpline available 365 days of the year.</li> <li>- Private medical insurance cover and digital GP service available to all.</li> <li>- Occupational Health.</li> <li>- Annual Health and Safety training.</li> <li>- Training available on ‘stress management’ and ‘mental health awareness’.</li> <li>- Attendance / absence management including support with returning to work after absence.</li> <li>- Flexible Benefits scheme offering dental, health checks and life-style options.</li> <li>- Programme of health and wellbeing promotion.</li> <li>- Network of Mental Health First Aiders available to support colleagues.</li> <li>- Paid carer’s leave.</li> </ul>	<p>The Group will provide the tools to encourage effective communication in and out of the workplace.</p> <ul style="list-style-type: none"> <li>- Focus on work-life balance.</li> <li>- Promotion of family-friendly policies and practices.</li> <li>- Flexible approach to working patterns.</li> <li>- Regular communication and colleague-led networking opportunities.</li> <li>- Coaching and mentoring programmes.</li> <li>- Opportunities available for volunteering in business hours.</li> <li>- Best practice sharing across the Group.</li> <li>- Wellbeing Champions to advocate and promote wellbeing.</li> <li>- Menopause advocates to encourage and ‘normalise’ conversations about Menopause.</li> <li>- Colleague-led networks to support and promote business activities.</li> </ul>

### Great Place to Work

The Group will provide the tools, skills, and resources to promote and support a colleague's mental, physical and financial wellbeing in and outside of the workplace. By continually monitoring what we offer and promoting best practice.

- Focus on key life stages and supports our People and Culture priorities.
- Continual focus on 'wellbeing' in the workplace.
- Healthy meal / snack options available onsite.\*
- Access to sport facilities / discounted gym membership.\*
- Access to relaxation room / quiet areas.\*
- Sports and Social Club membership.\*
- Charitable fundraising linked to sporting activity.\*
- Access to flu vaccinations and other health checks.\*
- Ability to retain and recruit high quality staff.

\*where applicable / site specific

### Thrive at Phoenix

The Group will create an engaging environment, providing opportunities resources and for colleagues to grow their own future, move forward in their career and reach their development goals.

- Organisational values and behaviours embedded and built into performance management system.
- Continual focus on learning and development through our academies.
- Continual investment in our people.
- Programmes for managing talent pools and successors.
- Compliance with all relevant regulatory requirements.
- Encouragement of 2-way communication / feedback.
- Role modelling behaviours and leading by example.
- Provide opportunities for diversity in the workplace.
- Positively build the Group's reputation.
- Promote Phoenix as an employer of choice.
- Benchmarking alongside other FTSE100 organisations.