

The Mobico approach to wellbeing



BE

At Mobico Group, our aim is to create a supportive and open culture that puts wellbeing and mental health at its core.

We want our colleagues to feel engaged, energised and supported at work and provide them with the right tools to support them outside of work.

We know that embedding wellbeing into all aspects of our employees' experience means that colleagues can thrive at work and at home.

Our Be Well strategy:

- is part of our People Strategy and is underpinned by our Health, Safety and Wellbeing Policy
- is championed at the top of the business by our Executive Chair and our divisional leaders
- aims to help our colleagues make positive changes to improve their mental, physical, and emotional health and ensure they have support when they need it.



Mental Health UK

Mobico Group are not doing this alone, but in partnership with Mental Health UK.

For us this means we can learn more about wellbeing in the workplace, make a real impact with our colleagues' wellbeing, and foster colleague engagement.

Mental Health UK's purpose is to drive positive change, create a stronger, more compassionate society, and inspire others to prioritise their mental health. This aligns perfectly with our wellbeing aims.

well **BE** ing



Our people promise and actions

BE well: *Mentally*

BE well: *Physically*

BE well: *In life*



mobico
group



Our people promise

We endeavour through our Be Well strategy to deliver the following for our managers and all colleagues

For our managers

- Clear understanding of their role and the part they play to support their team's wellbeing
- Raising awareness and helping drive a culture of openness
- Educating managers so they feel equipped
- Providing tools and resources for proactive choices

For all colleagues

- Proactive choices
- Correct tools to help with "life moments" inside and outside work
- Feeling supported - sign posting to resources
- Sense of belonging for a company that cares

Our actions to date have included:

- Partnering with a leading mental health charity** to help us learn, benchmark our progress, and make a positive impact in our workplaces
- Provided access for all our employees to mental health support**, via an Employee Assistance Programme
- Provided training for our senior leaders** to equip them to support their teams to flourish in terms of their wellbeing and mental health.
- Provided accessible wellbeing resources** to colleagues
- Provided line manager training** in mental health awareness
- Created and launch a team of Global Ambassadors** to support embedding the programme
- Tracked progress of our Be Well programme KPIs** through our Global Employee Survey

Actions underway include:

We are developing a Health and Wellbeing Programme based on six cornerstones: *Healthy Work, Healthy Body, Healthy Mind, Healthy Leadership, Healthy Finance*. Our planned activities also include:

- A Health Month**, reinforcing our commitment to wellbeing
- OpenUp**: online psychological support platform
- Blue Ambassadors**: volunteers encouraging a healthy lifestyle
- A new dashboard** to monitor training and progress across our businesses

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