

UK Mental Health & Wellbeing

Imerys Minerals Limited



Imerys
Wellbeing

Introduction - UK Mental Health & Wellbeing

Wellbeing Strategy

Imerys Minerals Ltd recognises the value of maintaining the health and wellbeing of its employees. Employees wellbeing and performance are linked: by **improving employees wellbeing** we should improve individual and organisation performance and this will result in more effective and efficient services, engaged workforce, and higher retention rates.

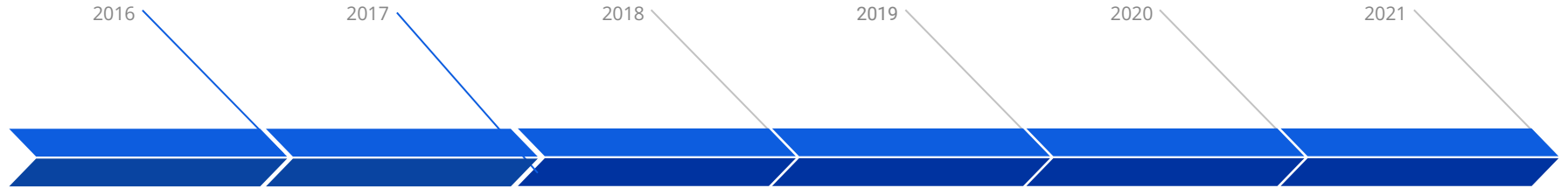
Objectives of the mental health and wellbeing campaign

- To improve health and wellbeing of UK workforce
- To **prevent illness and injury whether work-related or otherwise**
- To **respond early and proactively** when health problems arise - ensure necessary interventions are readily available
- To **educate** the workforce on various wellbeing topics/available support both for **mental and physical health** to help them make appropriate lifestyle choices to help them live a full life as possible
- To ensure that **appropriate rehabilitation support** and workplace adaptations are available to facilitate return to work as soon as possible
- To promote a **wide range of wellbeing initiatives/benefits** which contribute towards employee morale, engagement and retention, such as financial education.

IML Wellbeing Structure - What we do today.



Wellbeing Journey so far - Summary of main annual activities



2016 Launch of Wellbeing Campaign (blanket)

Published a calendar of different topics each month.

Challenges: Healthy Eating, Sleep Better, Burn more calories

Education: Mental Health / Stress / Diabetes / Stop Smoking / Cancer Support / Work-life Balance / Alcohol Awareness
Clinics: Back Care & Posture / Life-Style Screening / Diabetes checks

External support: Registered with Healthy Workplace Forum

2017 Wellbeing Campaign (Targeted approach)

Reviewed success and failure of 2016 campaign. Implemented a targeted approach, tailoring the initiatives to site / personnel needs.

Improved communication via managers

Supported more national campaigns

Utilised more local support services i.e Chiropractor free back checks on sites. Supported Safety Connect Day - introduced Health and Wellbeing Stand focusing on Men's health

Improvements to welfare facilities onsite

2018 Continued Wellbeing Campaign (Targeted approach)

Continued support of national campaigns and raising awareness within the workplace.

Focus on key areas like mental health and MSK issues.

Continued to offer life-style screening clinics

Involvement in Cornwall Beach games - great success!

Support to safety connect day (health promotion boards and D&A awareness)

Ongoing improvements to welfare facilities onsite

Financial Education sessions

Employee Forum activities

2019 Focus on 4 main categories

- **Mental Health**
- **Musculoskeletal**
- **Heart / Cardiac / Circulatory**
- **Lifestyle (nutrition, fitness etc)**

Educational and preventative based approach, providing support for managers on how to manage these conditions in the workplace and promote and support healthier lifestyle.

Campaign Toolkit launched

Mental health leaflet for employees and guide for managers.

Trained Mental Health First Aiders (circa 20)

EAP & Early Intervention Support service promoted

MSK leaflet for desk and manual workers. Healthy Heart leaflet

Continuation of a monthly calendar of topics - light touch approach.

Clinics: Life-Style Screening / Chiropractor back checks

Financial Education sessions

Employee Forum activities

2020 Mental Health Focus Covid-19

Due to pandemic, wellbeing focus shifted primarily to mental health support.

We're in this together campaign (3 weeks into lockdown)

How do we take care of our mental health during the pandemic.

EAP - testimonials of employees using the service

Testimonials from employees in the UK including their experience whether working from home or working on-site.

Raise profile of MHFA in the business inc testimonials

EAP & Early Intervention Support service promoted

Group Mental Health guidance

Zurich Wellbeing Webinars for HR and Managers

2021 Wellbeing - Establishing a new normal

Establishing a wellbeing calendar for the UK - promoting useful topics of interest

Primary focus on mental health

Searching for a strategic partner to work on wellbeing topics

Launch Virgin Pulse Challenge in UK

Training more MHFA / Champions

Work-related stress risk assessment and wellbeing policy

Continuing to promote wellbeing webinars and EAP

Revamp of UK Wellbeing Pages on One Imerys

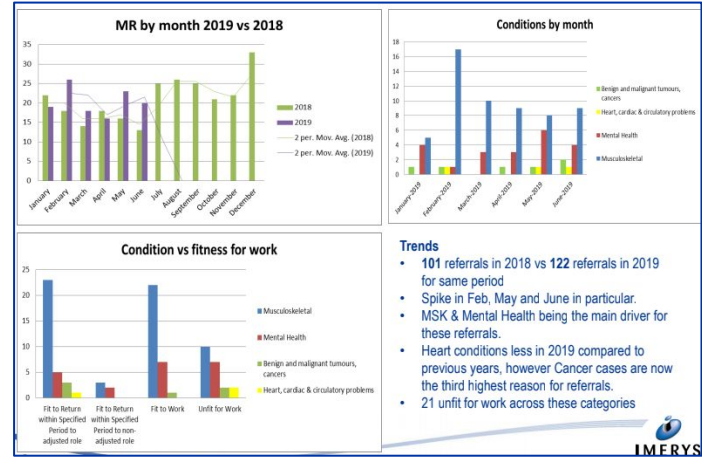
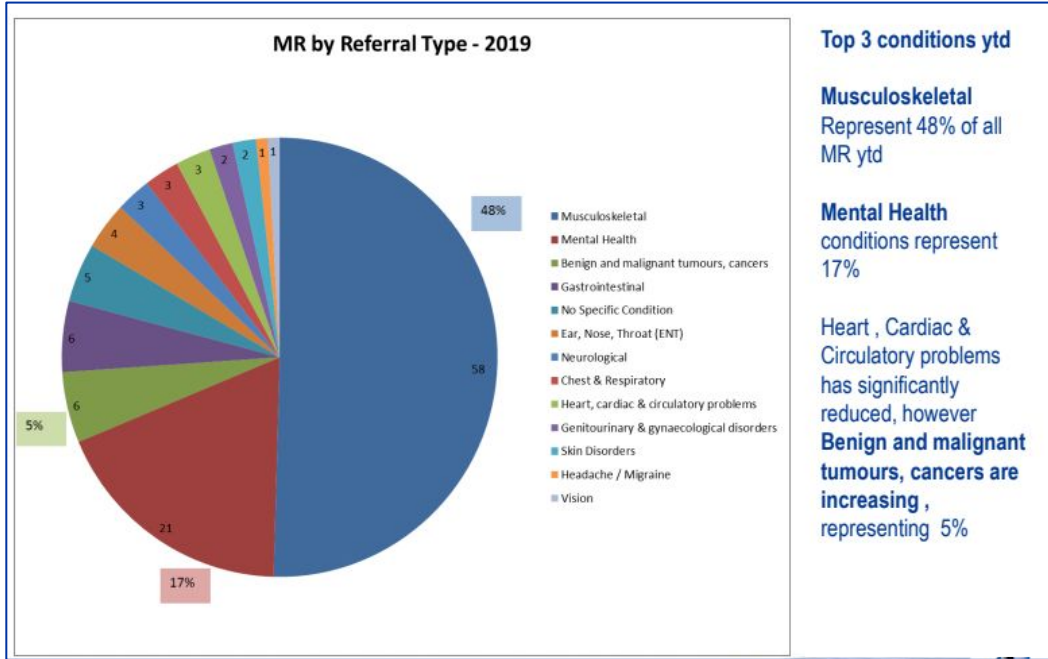


IMERYS

Occupational health and example Information



Imerys Minerals Ltd **monitor all data collated from medicals and referrals to occupational health**. This data shows trends across the workforce which we proactively incorporate into the company's wellbeing programme.



Management Referrals (MR) are tracked by type/condition as well as many other criteria. These are trended year on year and form part of the next year's wellbeing initiatives



Employee Assistance Programme



A **confidential** independent **'Employee Assistance Programme' (EAP)** service in place, provided by Health Assured, who employees can speak to about any various issues/difficulties you want advice or support on. **This is an external, confidential service, to provide support to all employees and their immediate family 24/7.**

The service is also able to provide face to face and structured telephone counselling sessions, where deemed clinically appropriate.



"I have accessed the company's EAP helpline a couple of times for various issues in my personal life and I have found the service efficient. I initially struggled with the concept of having to call a helpline and not know quite how to articulate my issue(s) but the trained staff were very helpful and allayed my concerns. I spoke with a counsellor for a mental health issue and found the advice and support very helpful. I would recommend this service to others." - Imerys employee

"The EAP, through Health Assured, scheme has been very well publicised in newsletters and campaigns. We have used their services on a number of occasions and it has really helped people manage some of the difficulties they have faced, especially in relation to the Covid-19 where people have felt isolated and anxious. The staff at Health Assured are professional and empathetic. I would encourage anyone who is struggling with mental health or related issues to talk to them as the first part of their journey back to full health. I thank Imerys for having an accessible health programme for everyone which is making a real difference to peoples' lives. That shows, to me, that the company genuinely cares about the "H" in our ESH philosophy." - Senior Manager at Imerys UK

EAP Stats 01/04/2020 - 31/03/2021

52 calls made
44 for counselling
8 for advice

Formal Counselling

3 referrals for telephone counselling
- totalling 41 sessions
1 referral for online counselling
- totalling 16 sessions

Testimonials

Mental Health First Aiders

Employee Support:
EAP / Mental health / Self Help App

Based on the Occupational Health statistics, it was felt that we needed to **educate managers/supervisors and employees with regard to Mental Health** in the hope that those who needed help would be identified and supported earlier than they had been.

What our Mental Health First Aiders offer:

- Understanding the important factors affecting mental ill-health - Identify the signs and symptoms for a range of mental health conditions
- **Recognised toolkit to provide Mental Health First Aid** to someone experiencing a mental health issue or crisis
- **Non-judgmental listening** supportive conversations on any issues or concerns
- **Signposting** to professional help, where it is identified an individual needs ongoing support
- Practical **mental health skills** and awareness training is a key component for creating a safe, healthy workplace.

The aim of Imerys is to:

- Build employees' confidence to **have open conversations around mental health and break the stigma**
- **Encourage people to access support early** when needed, for a faster recovery
- Empower people with a long term mental health issue or disability to thrive in work
- **Promote a mentally healthy environment**, stopping preventable issues and allowing people to thrive and become more productive
- **Embed a long term positive culture across the whole organisation**, where employees recognise their mental and physical health are supported as equal parts of the whole person



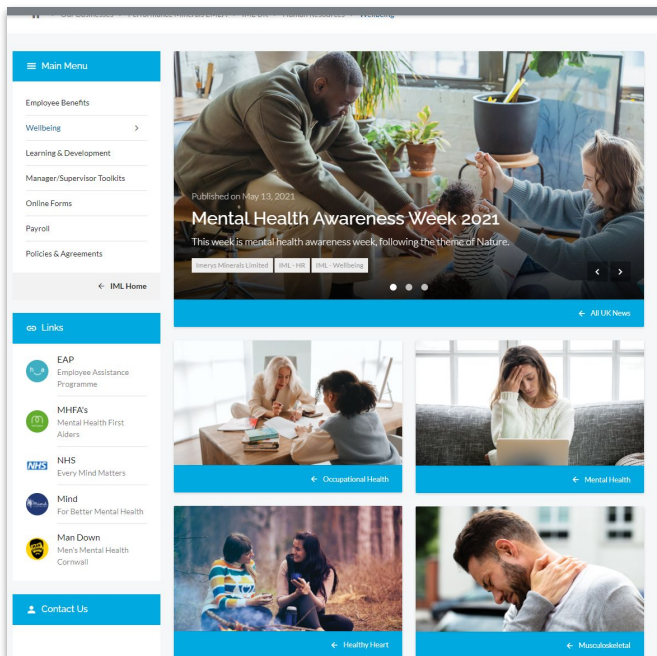
IML currently have **61 employees trained as a MHFA** and we have further sessions planned

We have shared the contact details of Mental Health First Aiders (MHFAs) with the workforce so they know who they can speak to.

These MHFAs have also shared testimonials on why they want to be a Mental Health First Aider which we have publicised internally.

Wellbeing Campaign Toolkit

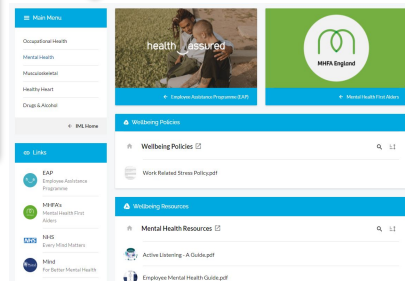
Campaigns



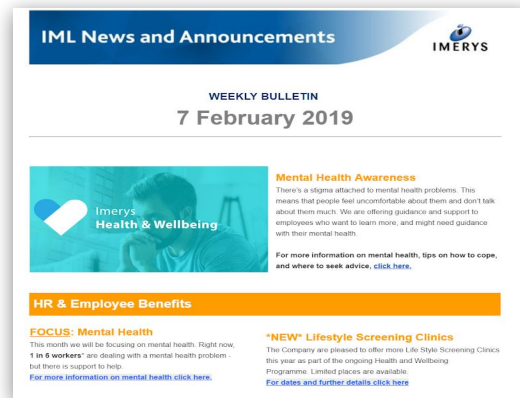
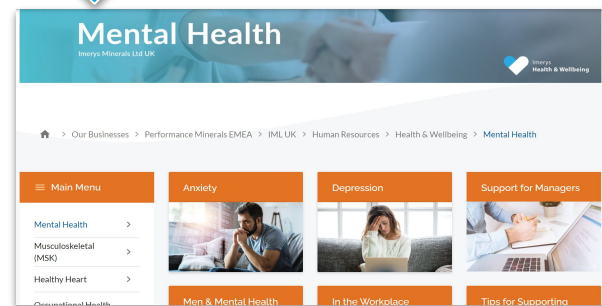
Dedicated Wellbeing and Mental Health Information area on **Onelmersys** :



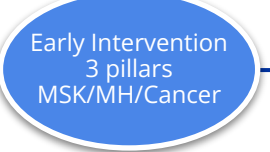
LOGO / Corporate Visual Toolkit



Regular bulletin inclusion (COPY AND SIGNPOSTING)



Leaflets and Resources - Mental Health Focus



MANAGERS' GUIDE TO: MENTAL HEALTH

RECOGNISING AND SUPPORTING MENTAL HEALTH CONCERNS IN YOUR WORKFORCE

Supporting your employees with mental health issues

At Imerys, we recognise mental health as important and want to support our employees whenever possible. At events, the company will be looking to introduce Mental Health First Aid training to managers / appropriate individuals.

The 100+ events we have approximately 1000 individuals in the workforce who can understand, help and look to provide support around health issues they may face. This is a key commitment that is supported by appropriate resources. If you are interested in becoming an advocate, please contact diversity@imerys.com or a cross section.

Supporting a colleague

How to have conversations

Time and place

Active listening

MENTAL HEALTH: MANAGER'S GUIDE

Further support for managers and employees

HR Employee Wellbeing Support

Employee Assistance Programme

Early Intervention Programme

Occupational Health - Wellbeing

Access to information, guidance and advice support

Early Intervention Programme

NHS Choices

Healthy workplace

Partners Mental Health Hub

Mind

MENTAL HEALTH: MANAGER'S GUIDE

6 tips for managing stress at work

- 1. CHIEF:** Make sure you are able to relax to recharge your batteries. It's important to find a good hobby or activity that you can do when you're not at work.
- 2. BRISK:** Use the breaks you have in your working day as well as your weekends to get some fresh air. It usually makes you more productive.
- 3. DINE:** Eating a healthy, healthy meal at regular times is important to help your body. Make sure you eat a variety of your meals, which helps with your energy levels.
- 4. FRESH:** The end of some sessions in your day - even if it's just a short break - can help you to recharge.
- 5. RELAXATION:** Take time to relax in your own time. This could be through a hobby, a walk, or a short break.
- 6. TALK:** If you're feeling stressed, it's important to talk to someone. This could be a friend, a family member, or a professional.

USEFUL CONTACTS

Imerys HR

Employee Assistance Programme

Occupational Health - Wellbeing

Imerys HR Wellbeing

Mind Helpline

Mind UK

HSE Stress Management Advisor Tool

The National Stress Awareness Day

Imerys

MENTAL HEALTH: MANAGER'S GUIDE

Employee guide to Mental Health

Imerys Health & Wellbeing

Information & support for Imerys employees

Imerys are committed to providing support, information, advice and guidance on mental health concerns / issues.

Employee TRI-FOLD Leaflet

Break the Stigma

Creating an open and caring culture. It's important to get everyone on side and take a top down approach. If they are speaking out on the issue, perhaps your strategy can build on their attitude. This will trickle through managers and from staff.

Introduction

Power mental health

MENTAL HEALTH: MANAGER'S GUIDE

WHAT IS MENTAL HEALTH?

Being mentally healthy doesn't just mean that you don't have a mental health problem.

What you should know

Did you know?

MENTAL HEALTH: MANAGER'S GUIDE

DEPRESSION

Depression is a serious clinical illness. Health professionals use the terms 'depression', 'major depression' or 'clinical depression' to refer to something very different from the common experience of feeling 'moody' or 'down' for a short period of time.

Types of depression

Major depression

Seasonal Affective Disorder (SAD)

Postnatal depression

Symptoms of depression



Leaflets and Resources - Musculoskeletal Focus

Early Intervention
3 pillars
MSK/MH/Cancer

EXERCISING AT WORK

Keeping fit and healthy isn't just for down time or when you're at the gym.

Taking time out during the working day to focus on your physical health and improving posture while working can make a big difference to your MSK health.



Calf Stretch

- Stand with one foot on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's calf.
- Hold for 30 seconds and repeat with the other leg.



Hip Stretch

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's hip.
- Hold for 30 seconds and repeat with the other leg.



Back Extension

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's back.
- Hold for 30 seconds and repeat with the other leg.



Trunk Stretch

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's trunk.
- Hold for 30 seconds and repeat with the other leg.



Front-Shoulder Stretch

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's front-shoulder.
- Hold for 30 seconds and repeat with the other leg.



MSK TIPS & ADVICE: for manual/site workers



Operational and non-desk based roles: GUIDANCE FOR EMPLOYEES

EXERCISING AT WORK

Keeping fit and healthy isn't just for down time or when you're at the gym.

Taking time out during the working day to focus on your physical health and improving posture while working can make a big difference to your MSK health.



Seated spinal rotation

- Sit on a chair with your feet flat on the floor.
- Turn your head to the right.
- Turn your shoulders to the right.
- Turn your hips to the right.



Posterior shoulder stretch

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's posterior shoulder.
- Hold for 30 seconds and repeat with the other leg.



Shoulder shrugs

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's shoulder.
- Hold for 30 seconds and repeat with the other leg.



Sitting back extensions

- Sit on a chair with your feet flat on the floor.
- Turn your head to the right.
- Turn your shoulders to the right.
- Turn your hips to the right.



Neck rotations

- Stand with one leg on a raised surface, from the stairs.
- Lean forward until you feel a stretch in the other leg's neck.
- Hold for 30 seconds and repeat with the other leg.



MSK TIPS & ADVICE: for desk based workers



Desk-based and sedentary workers: GUIDANCE FOR EMPLOYEES

MSK Guidance for manual workers

Driving and posture

Research has shown that people who spend a large proportion of their time driving are more likely to get back problems. You can help your back by making sure your driving position is as comfortable as possible.

How does driving affect back pain?


There are two main reasons why driving impacts your back posture and brings a level of stress to your back. Our backs are designed to move, so being stuck in an uncomfortable seated position for a long while means you can't move. This means the discs in your back have to absorb the force of the road. This is a bit like a car suspension being stuck in one position.

How to prevent back pain when driving

- Adjust your back seat:** Adjust your back seat so you are sitting upright. The seat should be adjusted so you are sitting upright. The seat should be adjusted so you are sitting upright.
- Use your seat belt:** Use your seat belt. The seat belt should be adjusted so you are sitting upright.
- Use your seat belt:** Use your seat belt. The seat belt should be adjusted so you are sitting upright.

Manual handling tips

Please make sure before undertaking any manual handling that you follow the approved procedure as outlined by your employer, and that when necessary any appropriate risk assessment has been completed.



Before picking up and moving objects, consider:

- The weight and size of the object.
- Whether you can lift the object safely.
- The surface area and your path clear.
- The weight and size of the object.

LOOKING AFTER YOURSELF AT WORK

Sitting for prolonged periods of times is an often overlooked - but very real - concern for workers' health.

One of the simplest solutions to supporting your physical health at work is to take regular opportunities for get up and move. This could be as simple as going to the toilet, taking a walk during your lunch hour.

Desk-based workers: Working with DSE

DSE are devices or equipment that have an input device or graphic display screen and includes display screens, laptops, touch screens and keyboards.

What are the health risks with DSE?

Some common symptoms include eye strain, upper limb problems and backache from overuse or improper use of DSE. These can be prevented by taking regular breaks during your workday.

Keyboards and typing in DSE

To try to keep wrists straight when typing, use a keyboard that is adjustable in height and angle. This will help to keep the wrists in a neutral position.


Using a mouse

Use a mouse that is adjustable in height and angle. This will help to keep the wrists in a neutral position.

Reading the screen


Use a screen that is adjustable in height and angle. This will help to keep the wrists in a neutral position.

I WILL * for my back



Look after your back

Take care of your back and posture and stay comfortable at your desk



Supported by

Imerys Health & Wellbeing

It's all about your manhood

1 man in 5 dies before the age of 65.

Statistics show that 67% of men are now overweight or obese. Men are also more likely to die because of heart disease and diabetes.

It's tough for men to ask for help but if you don't ask, it might get worse.

Learn about the issues and how to help look after yourself.

Visit HR Wellbeing >Men's Health on Merlin for more information

IMERYS

Imerys Health & Wellbeing

Beat Stress. Feel Awesome.

Everyone feels stressed. It's how you deal with it that matters.

Feeling overwhelming stress for a long period of time is often called chronic, or long-term stress, and it can impact on both physical and mental health.

Spotting the triggers, and learning how to deal with stress and stressful situations are key to living a happier, healthier life.

Visit the HR Wellbeing >Stress section of Merlin for more information

IMERYS

Imerys Health & Wellbeing

We really like you. So let's get physical.

Employee physical health and fitness

At Imerys we know many of you have physically challenging jobs - and we want to help our workforce take good care of themselves.

From referral support and online tips - we've got something to help you in staying fitter and healthier.

Visit the HR Wellbeing >Fitness section of Merlin for more information

IMERYS

Imerys Health & Wellbeing

It's OK to not be OK...

Constantly feeling tired? Can't focus? Worrying about the little things? Not sleeping well?

Sometimes the above can be a sign of needing support with your mental health. And it can be good talk.

Visit the HR Wellbeing >Mental Health section of Merlin for more information

IMERYS

CAMPAIGN BRAND VISUALS (POSTER SET) - Made available on local site notices boards

Leaflets and Resources - Cardiac Focus

Early Intervention
3 pillars
MSK/MH/Cancer

Taking Care of your Heart

Simple steps can help improve your health. Here are a few tips to support a healthy heart:

Be smoke-free

Being smoke-free is one of the best things you can do to protect your heart. Smokers are almost twice as likely to have a heart attack compared with people who have never smoked.

Manage your blood cholesterol

Cholesterol is a fatty substance carried in your blood. Your body needs cholesterol to be healthy, but an imbalance of cholesterol in your blood can lead to a heart attack or stroke.

Manage your blood pressure

Blood pressure isn't usually something you can feel. If it's too high, it needs to be treated. To get testing, book in to see your GP. High blood pressure is medically known as hypertension. It means your blood pressure is consistently too high and means that your heart has to work harder to pump blood around your body.

Manage diabetes

It's important to manage your diabetes to help prevent a heart attack or stroke. If it is not properly controlled, diabetes can lead to a range of diseases including cardiovascular disease. If you are diabetic, you should attend a diabetic clinic regularly.

Be physically active

Regular, moderate physical activity is great for your heart health. It's never too late to start and get the benefits. It's also important to sit less during your day and break up your sitting time.

Achieve and maintain a healthy weight

Maintaining a healthy weight can reduce the risk of heart disease. It can help to know your body mass index and waist measurements and what these mean. Losing weight could be as little as 5% of your body weight. We all know that losing weight can improve our health – and just a few pounds can make a big difference.

Enjoy a variety of nutritious foods

Eating a varied diet of healthy foods can help with your weight, blood pressure and cholesterol. Also, choose healthy ways of cooking and preparing food. Avoid frying or cooking foods in fat (e.g. butter or ghee). This applies to meat, fish and vegetables. It's better for your heart if you bake, grill, steam, boil or poach food instead.

Limit alcohol

There are regular reports in the news that moderate drinking – specifically of red wine – may be beneficial for your heart, but the key word here is 'may'. There's still no conclusive proof carried out in controlled studies of the benefits of alcohol on heart disease – meaning that the best thing to do is limit your consumption.

Look after your mental health

We know that there can be a greater risk of heart disease for people who have depression, are socially isolated or do not have good social support. Having a good social life with family and friends can help.

Depression is more than feeling sad or low. If you feel depressed for more than two weeks, talk to your doctor, a family member or someone you know well.



Imerys
Health & Wellbeing

GUIDANCE & ADVICE: Healthy Heart

Looking after your heart
GUIDANCE FOR EMPLOYEES

INTRODUCTION TO: Heart Health

Heart and circulatory diseases, such as coronary heart disease, stroke and vascular dementia kill 1 in 4 people in the UK.

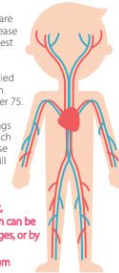
Cardiovascular disease is still one of the biggest killers in the UK, but you might be surprised by some of the things that can help to keep your heart healthy.

Although mortality rates are falling, cardiovascular disease (CVD) is still the UK's biggest killer.

In 2015, almost 160,000 died from CVD, with more than 100,000 of those aged over 75.

Eating five or more servings of fruit and vegetables each day, taking regular exercise and stopping smoking will all help to improve heart health.

Access to further support, guidance and information can be found on our Intranet pages, or by getting in touch with Clare.Seeman@imerys.com



RISK FACTORS

High cholesterol

Some foods we eat increase our 'bad' non-HDL cholesterol. Too much 'bad' cholesterol can build up in the artery walls making it difficult for blood to flow through them. This increases your risk of a heart attack or stroke.

Type 2 diabetes

You are five times more likely to develop heart and circulatory diseases if you have Type 2 diabetes. Eating a healthy diet can help reduce this risk.

High blood pressure

Eating too much salt or drinking too much alcohol can lead to consistently high blood pressure. High blood pressure increases your risk of a heart attack or stroke.

Being overweight

Being overweight puts a strain on your heart and circulatory system. Eating better will help you reach and maintain a healthy weight.

Smoking

Smoking damages the lining of your arteries, leading to a build up of fatty material (atheroma) which narrows the artery. This can cause angina, a heart attack or a stroke.



Spotting the Symptoms of a Heart Attack

A heart attack is a serious medical emergency in which the supply of blood to the heart is suddenly blocked, usually by a blood clot.

A lack of blood to the heart may seriously damage the heart muscle and can be life-threatening. It's important to remember that the symptoms of a heart attack can vary from one person to another.

Signs and symptoms include:

- chest pain** – a sensation of pressure, tightness or squeezing in the centre of your chest
- pain in other parts of the body** – it can feel as if the pain is travelling from your chest to your arms (usually the left arm is affected, but it can affect both arms), jaw, neck, back and abdomen
- feeling lightheaded** or dizzy
- sweating**
- shortness of breath**
- feeling sick (nausea)** or being sick (vomiting)
- overwhelming sense of anxiety** (similar to having a panic attack)
- coughing** or wheezing

It's important to stress that not everyone experiences severe chest pain; the pain can often be mild and mistaken for indigestion.

It's the combination of symptoms that's important in determining whether a person is having a heart attack, and not the severity of chest pain.

A heart attack is a medical emergency. Dial 999 and ask for an ambulance if you suspect a heart attack.



Early intervention programme

Early Intervention
3 pillars
MSK/MH/Cancer

Via Imerys UK Income Protection insurer and **Early Intervention programme** is available to the business to support employees with mental health, musculoskeletal issues and cancer support.

HR and Managers **proactively** use this service with employees to ensure treatment / support / guidance is offered at the earliest opportunity to either prevent long term absence or facilitate a speedy return to work.

Any treatment offered is at **no cost to the employee** and allows them to **access treatment quickly** than via NHS / GP practices.

Below data is for the last 12 months

Mental health

7 for Mental Health (**funded treatment on 3 mental health cases**)

Musculoskeletal

21 for physio/musculoskeletal conditions (**funded treatment on 7 msk/physio cases.**)

Cancer Support

3 - Cancer rehabilitation

Other

Circulatory system – 2
Genitourinary system – 1
Nervous system – 1
Visual disturbances – 1

Life Style & Back Care clinics - Voluntary

Lifestyle
Clinics
(Voluntary)

Life Style Screening Clinics

Working with the company OH provider, we were able to offer employees a Lifestyle Check appointment. This clinic offers employees measurements of:

- Blood pressure
- Height, weight and body mass index
- Body fat percentage
- Waist measurement
- Total cholesterol
- Blood glucose
- Plus health questions on how much exercise you take and your satisfaction with your sleep, daily energy levels, work life balance and daily stress levels.

**Over 300 employees
have engaged**

These measurements and the medical advice , provides employees with the health benefits for changing their life style in order to prevent health issues in the future.

Back Care:

Musculoskeletal (MSK) issues in our industry are high given the nature of the work, ageing workforce. Our OH stats show that this is one of Imerys main reasons for referrals. Even our desk based workers are prone to MSK issues due to sedentary work.

Working with a local Chiropractor in Cornwall , we were able to offer **FREE** chiropractic back and neck pain check ups to employees and received suitable advice for pre existing conditions and also education on how to prevent MSK issues from occurring.

**Over 150 employees
have engaged**

Feedback	Agree	Disagree
The consultation was carried out in a professional and courteous manner	100%	0%
The coach's ability to answer questions and provide additional information	100%	0%
The consultation contained appropriate elements	100%	0%
The venue was comfortable and appropriate	97%	3%
I would participate in a similar health screening programme in the future	100%	0%
I believe that this is a useful employee benefit	100%	0%
The health screening provided useful advice	100%	0%

Additional comments from the feedback forms

- Excellent – thank you!
- Interesting & Informative
- Excellent knowledge & was able to answer all questions thoroughly
- Very good service
- I'm a firm believer in this benefit and will return
- Information feedback very helpful

Why was the Employee Forum set up?

Improve employee recognition and increase morale

What is the aim of the Forum?

The areas of focus that were chosen to work on initially were:

- additional social events to be held during the year, raising some money for local charities where possible
- creating the ability for employee's to visit other parts of the UKP in order to learn more about what happens across our business
- the creation of some form of Family Open Day into part of our operation

How will they do it?

Create events and activities for employees from all disciplines to meet and socialise

Wide variety of events to attract the vast majority of employees

What has the Employee Forum done?

10 events/activities, over 300 employees engaged



Employee Forum - Activities in 2018/2019 (pre Covid)

- Summer social event for all employees (self organised)
- Increase in the Winter event allowance for all employees (self organised)
- Photography competition with prizes (still live today in 202)
- Children's summer story writing competition
- Walking treasure hunt using Imerys Clay Trails
- Football Golf
- Quiz night
- Family Open Day
- St Piran's Day treat for everyone
- Family Easter Egg Hunt



Conclusion

To operate our business we need **talented and highly skilled** employees working at their best, both in positive **physical** as well as **mental health**.

The key learnings from the varied initiatives delivered to date have been:

- Engagement with employees at all levels in the business.
- Reacting to a **changing health landscape** in particular staying ahead on all mental health related employee support.
- Clear Communication and access to multiple **resources available to all**.
- A blended approach using both digital and in person (pre Covid) educational / promotional materials

Our commitment to our **CSR obligations** ensure we work hard **maintaining and improving the health and wellbeing of our employees and their families**. This has been a strong focus and will continue to drive continuous improvements in this field.

The drive for the **UN SD goals** requires we continually educate, support our employees to promote good health and wellbeing, an area we feel passionate about.



Thank you for your attention

Visit www.imerys.com for more information.

Or connect with us:

 [@imerys](https://twitter.com/imerys)

 www.linkedin.com/company/imerys/

 www.facebook.com/imerysgroup/