

Health and Wellness Programmes in the Work Place

Title: 'BECAUSE WE CARE' HEALTH AND WELLBEING STRATEGY

Mars NZ has a four pillar strategy to health and wellness. Under each pillar a number of activities are undertaken (see below)

External/Internal Delivery: A mix of both. Driven internally, however external providers are used where applicable. Eg flu vaccination, EAP services, nutrition advice

Company contribution: N/A

How it works/methodology:

4 pillar strategy to create a Health, safety and wellness culture where associates can thrive – 'because we care'

1. Physical wellbeing:

- Annual \$50 Incentive to a fitness event or activity
- Encourage walking meetings
- Stand up desks/meeting rooms
- Company entry into Cure Kids endurance race
- Conference marketplace dedicated to Health & wellbeing and guest speaker presentation on wellbeing
- Health checks
- Flu vaccinations
- Massage in the office
- Lunch time dog walks
- Shower/change facilities available on site to encourage exercise
- Bike cage available

2. Nutrition:

- Catering Policy outlining healthy food percentage for company provided catering.
- Free fruit provided daily for office based associates
- Trim milk options
- Nutritional education (in office and conference) and Health & Wellbeing week including a nutritionist as a key speaker.

3. Mental Wellbeing:

- EAP services
- Flexible work arrangements (working from home, flexible hours)
- Life insurance
- Southern Cross discounts
- ANZ banking discounts

4. Safety:

- H&S committee
- Monthly focus & reporting
- Incentives for hazard reporting
- Manual handling training, first aid training, safety equipment, driver training
- H&S Induction
- H&S Conference marketplace
- H&S Champion of the year award

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Uptake/Availability: 100% Availability

Implementation Issues Managed:

Benefits:

- Creating a health, safety and wellness culture – a key contributing factor to being the 'Best Place to Work'
- Increased Associate Engagement

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