

The Company is committed to providing a healthy working environment and improving the quality of working lives for all staff. The wellbeing strategy aims to support the company's mission and core values of freedom of thought and expression, freedom from discrimination and the recognition that the company's staff are its greatest asset.

The Chartered Institute of Personnel and Development (CIPD) define wellbeing as *'Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation.'* (CIPD 2016)[1]

Through the integration of wellbeing in all work activities and practices, a positive environment can be created that is compatible with promoting staff engagement, performance and achievement. Working in partnership with all areas of the Company with a common interest in promoting a culture of wellbeing is key to the success of this strategy.

The wellbeing strategy's ultimate goal is to improve the health, safety and wellbeing of Company staff and to prevent work associated ill health, for the overall benefit of staff and the organisation.

This encompasses the physical, mental and social health of employees and recognises that employees' values, personal development and work within the Company contribute to their overall wellbeing at work.

This strategy document aims to bring together all initiatives already in place within the Company for supporting and maximising the health and wellbeing of staff. Through the coordination of current wellbeing activities and the identification of further opportunities, an action plan can be established that consolidates existing work and achieves additional progress. This action plan has been developed using CIPD's five recognised domains of wellbeing, namely: health, work, values/principles, collective/social and personal growth..

A handwritten signature in black ink, appearing to read 'R. Sadler'.

Robert Sadler
Assurance and HR Director

Date: 8th May 2026

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