

ISS UK&I Wellbeing Policy

Date: 01/07/2024

PURPOSE

As part of our HSEQ and People & Culture strategy, ISS is laser focused on supporting safety, health and wellbeing in our workplaces. This policy statement outlines the key themes and commitments that construct our approach to Wellbeing. ISS is committed to establishing, promoting and maintaining the health and wellbeing of all Placemakers through proactive workplace practices, use of management information to shape our support program and encouraging and supporting staff to take responsibility for their own health and wellbeing, through a programme of education, awareness and enablement.

SCOPE

This Policy applies to ISS UK& Ireland

POLICY STATEMENT

ISS UK & Ireland are committed to:

- Demonstrating explicit leadership and providing sufficient resources throughout the organisation to proactively address Health and Wellbeing risk
- Empowering our line management with appropriate tools and resources to be able to deliver proactive wellbeing risk management to their teams
- Managing absence effectively and supporting our Placemakers fully if they are returning to work after a period of ill health
- Eliminating stigma around mental ill-health and offering mental health awareness training to our Placemakers
- Providing accessible information and support to all Placemakers through a robust and comprehensive EAP
- Giving all Placemakers an opportunity to voice to share their experiences through regular staff engagement
- Offering our Placemakers access to cost of living support including debt and legal advice, emotional crisis support and trauma support
- Ensuring our activities have interaction from our Employee Resource Groups to highlight Wellbeing issues faced by these particular communities
- Actively seeking input from our customers to understand what we can do to support them in their Wellbeing activities
- Benchmarking our Wellbeing performance through publicly available industry standards

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PEOPLE MAKE PLACES



CHANGE LOG

Date of Change	Author of Changes – Name and a Job Title	Short Summary of Changes
01.07.23	N Bray – Head of HSEQ	New Issue
01.07.24	N Bray – Head of HSEQ	Annual Review