

storengy

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HEALTH AND WELLBEING





MD

INTRODUCTION

Creating a wellbeing culture

"At Storengy UK we recognise the importance of leading a healthy and well-balanced life. Our employee benefits are designed to promote good health as well as meeting our ambition of being a good employer and creating environment where everyone feels valued.

In this booklet you will find useful material and lots of organisations details to help you create that balance and provide an in-depth support when you need it."

Anne-Laure Chassanite
Managing Director, Storengy UK





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HEALTH AND WELLBEING STRATEGY

Keeping physical, mental and social health in balance.

We are committed to providing a healthy working environment and improving the quality of working lives for all staff.

This strategy aims to bring together initiatives and actions across the three key aspects of health and wellbeing – mental, physical, and community – and provide information, skills and resources to support and maximise our employee's health, safety and wellbeing.

MENTAL HEALTH

Improving understanding of mental health and the impact behaviour at work has on others.

Recognising both work and personal factors in relation to mental health at work.

Encouraging employees to take control of and better manage their own mental health and be more mindful of the impact on others.

COMMUNITY WELLBEING

Recognising the role that our social environments have on our wellbeing and the role the work environment plays.

Encouraging positive interaction in the workplace.

Optimised Health and Wellbeing

PHYSICAL WELLBEING

Integrating physical activity into daily life by encouraging a diverse range of solutions.

Recognising that achieving physical wellbeing includes exercise and nutrition, and it needs to be realistic, achievable, fun and engaging.

MENTAL HEALTH

13%

of employees feel able to disclose a mental health issue to their line manager.

31%

of the UK workforce have been formally diagnosed with a mental health issue.

We all recognise those days when everything goes well – we feel happy, relaxed and focused. Good mental health allows us to realise our full potential and cope with the pressures of life and work.

Signs you or someone around you may need support

Many of us commonly experience the following behaviours or emotions as part of a normal and balanced life. However, if the balance starts to tip, or they start to affect the way we think, feel and behave, then it is time to seek help.

- Poor concentration
- Worrying more
- Finding it hard to make decisions
- Feeling less interested in day to day activities
- Low mood, irritability and short temper
- Feeling over (or under)whelmed by things
- Tearfulness, tiredness or lack of energy
- Talking less and avoiding social activities or talking more and jumping between topics and ideas
- Losing emotional control more easily
- Drinking more or using drugs

(Source Bupa.co.uk)

Supporting mental health at work

Work is beneficial for maintaining our mental health as we gain social interaction from our workplaces.

If you or a colleague is struggling or needs support, speak to your line manager or HR representative so we can work together to ensure the most appropriate support is put in place.

We have trained mental health first aiders throughout this business to ensure staff members have access to someone in the workplace who can help direct them to the right support service as quickly as possible.

All Storengy employees have access to 24/7 telephone counselling through our Employee Assistance Program (EAP).

Employee Assistance Program: 0800 069 8857



Tips for maintaining optimum mental health

- 1. Physical activity that you enjoy** – for your brain to benefit it must be fun
- 2. Eat a balanced diet** – our brains need the right fuel to work well
- 3. Use positive language**
- 4. Write down five positive things** in your life before you go to sleep each night
- 5. Try meditation or mindfulness** – both have proven benefit for mental health and resilience
- 6. Find time to socialise** – make time to speak to and show an interest in other people's wellbeing
- 7. Keep learning** – learning new skills can give you a sense of achievement

For full details of Storengy UK provided support, please visit the Health and Benefits page on the IMS.

There you can find links to the many support facilities and wellbeing benefits that we provide to our staff, as well as more detailed information on all the topics covered in this booklet.

Where to get more help

Please contact your GP if you feel you are struggling with your mental health. There are also many charities and support groups across the UK that provide support and advice for mental health needs.

MIND: 0300 123 3393
SAMARITANS: 116 123



Three out of five employees experience mental health issues because of work

91% of managers agree what they do affects the wellbeing of their staff



58% of employees believe their line manager is concerned about their wellbeing

COMMUNITY WELLBEING

7x

more engaged individuals who have close friends at work

7%

more engaged consumers

36%

fewer safety incidents

12%

higher profit businesses that support positive work relationships

Community wellbeing is our interaction with the world around us - the extent to which we feel a sense of belonging and social inclusion, both in our working and personal lives.

Having limited social connection or feeling lonely is linked to health concerns like depression, reduced immunity and high blood pressure. On the contrary, being connected to others can improve our health – having positive relationships is one of the most important factors shaping people’s personal wellbeing.

The impact of interaction on wellbeing

Engaging with our communities and developing **healthy relationships** is an integral element of our overall wellbeing. When we feel socially connected, we feel better and have more positive emotions, which in turn means we can cope better with challenges.

To develop and maintain social ties, we need to build those skills that make us feel more connected. We can do this by supporting our environment, building stronger local communities, and fostering a culture of compassion, fairness, and kindness.

When we cultivate social wellbeing, we feel like we are a part of something bigger than just ourselves, which can help us live longer, manage stress, and become healthier.

Supporting community wellbeing at work

Across the business, there are regular activities you can get involved in that encourage participation and provide an opportunity to get to know the people you work with. Check out the IMS to keep up to date with what is going on.

We also encourage staff to participate in volunteering activities, **providing one day per year** to support local communities and help make a difference.

The IMS also has lots of information about benefits such as gym memberships and a health and wellbeing app that enables peer to peer or team competitions, providing opportunities to meet new people, or simply engage better with those already around you.

We are adding new benefits all the time, so keep checking for the latest and most up to date options.



Top tips for maintaining community wellbeing

1. Connect with people around you both at work and home: your family, friends, colleagues and neighbours
2. Giving to others impacts positively on our own wellbeing - even the smallest act can count, whether it's a smile, a thank you or a kind word
3. Living your values helps keep you in a more positive place, without the pressure that feeling compromised can bring
4. Making positive impacts in other people's lives also impacts positively on ours
5. Get involved - participate in company and team activities at work.

If you feel lonely or isolated and need to talk to someone, our 24/7 counselling service, the Employee Assistance Program (EAP), is available to all employees, providing access to qualified counsellors. There is also a digital GP app available to help provide easy access to medical advice when you need it.

SAMARITANS: 116 123
Employee Assistance Program: 0800 069 8857

When more support is needed

If isolation or loneliness have reached a point you feel you need support, it may be a good idea to talk things through with your GP and get some help.

Check out the Health and Benefits page on the IMS for more information and links to the many support facilities and benefits we provide to our staff.

PHYSICAL WELLBEING

50%
of heart attacks and strokes are associated with high blood pressure
(British Heart Foundation)

1 million
people in the UK are living with diabetes and haven't been diagnosed yet
(Diabetes.org)

38%
of adults in the UK do not meet physical activity recommendations
(British Heart Foundation)

3 in 5
causes of type 2 diabetes can be prevented by making healthier choices
(Diabetes.org)

Just like a car, our bodies need the right fuel and maintenance to keep them running smoothly and the right amount of exercise to keep them from seizing up!

Keeping active

Our bodies need activity to stay healthy. Most people know that not being active enough can lead to weight gain, which can lead to obesity and other related health issues, including heart conditions and diabetes. But not enough physical activity also impacts our energy levels and brain function, and can leave us feeling tired, demotivated, or stressed – and more likely to experience low mood – or stop us being alert and thinking clearly.

To stay healthy, we should do some type of physical activity every day:

- At least 150 minutes of moderate aerobic activity such as cycling or brisk walking a week or 75 minutes of vigorous activity such as running or playing tennis
- Strength exercises at least two days a week that work all the major muscles (legs, hips, back, abdomen, chest, shoulders and arms)
(NHS)

Supporting physical wellbeing at work

There is lots of information on the IMS available to all employees about how to make physical activity more affordable. New benefits are added all the time, so keep checking for the latest and most up to date options. Examples include the cycle to work scheme, gym memberships, health cash plan, and eyecare.

A balanced diet

- At least five portions of fruit and vegetables a day
- Less than 70g of red and processed meats a day
- At least two portions of fish a week, including one portion of oily fish
- Pulses, including beans, peas and lentils
- Limit saturated fat, sugar and salt.
(NHS)

When more support is needed

Sometimes things reach a stage when we may feel we need a more specific intervention. Always seek qualified medical advice if you have any concerns about your physical health or have any negative physical symptoms.

Check out the Health and Benefits page on the IMS for more information. You will find links to the many support facilities and wellbeing benefits that Storengy provides, as well more detailed information on all the topics in this booklet.

Top tips for maintaining physical wellbeing

1. **Eat a balanced diet**
2. **Find an activity** you enjoy
3. **Find someone to exercise with**, or join a class and make new friends
4. **Join a gym** – most offer lots of different classes, including ones for beginners
5. **Start gently** and build it up slowly
6. **Break up long periods** of sitting with light activity
7. **Get regular health checks** to monitor blood pressure, blood sugar and cholesterol



MENOPAUSE AWARENESS IN THE WORKPLACE



What is Menopause

The menopause is a natural event during which a person stops having periods and experiences hormonal changes such as a decrease in oestrogen levels. The time up to menopause is known as perimenopause and may begin several years before menopause. Menopause & perimenopause symptoms can have a big impact on a person's life, including relationships and work.

As Life expectancy increases and attitude to aging evolves, people are starting to see the menopause as a *new beginning*.

Menopause isn't a condition, or illness, it's a transition, a natural biological process.

Menopause is complex - it's influenced by lifestyle, culture & ethnicity

100%

of women will experience the menopause

80%

of women experiencing menopause are in work

72%

of women in work say they feel unsupported

25%

of women will not experience any noticeable symptoms as a result of menopause

Life Style Choices



Exercise regularly – weight bearing exercise, supports bone and muscle health.

Eat a balanced diet low in fat, high in fibre with plenty of calcium, protein and rainbow vegetables.

Limit intake of caffeine, alcohol, spicy and processed foods.

Avoid smoking as this may cause a premature and extended menopause.

Get enough sleep (7 hours). Adopt a regular bedtime ritual (use a sleep app), limit online & phone activity prior to bed.

Try to obtain required nutrients through diet. Supplements may be required to boost collagen, Vit D & magnesium.

Stay Hydrated drink lots of water to avoid headaches and reduce brain fog and fatigue.

Embrace stress management techniques – yoga, meditation, acupuncture and CBT.

Remember to talk and stay connected. If symptoms persist seek appropriate help.

Menopause facts:

- Women over 50 are the fastest growing workplace demographics
- Approx. two thirds of women say there is a general lack of support and understanding
- There are 34 physical & psychological menopause symptoms
- UK leads the way in developing policies and establishing a menopausal-friendly corporate culture
- Nearly 1 million women have left jobs due to menopause. At Storengy UK we don't want that to be our story. So, if you have any concerns or you believe that you are experiencing menopause symptoms and you want to talk to someone, contact your line manager or HR.

Help information: www.menopausematters.co.uk

A WORD ON SLEEP

Sleep is essential for our bodies and plays an important role in our physical and mental health.

Not getting enough sleep directly impacts on our cognitive skills, impeding our ability to communicate, remember key information and be creative and flexible in thought.

There are also links between a lack of sleep and high blood pressure, heart disease and diabetes and it can make us more vulnerable to infection or the risk of accident and injury.

It is recommended that we all get between 7-9 hours of sleep a night. There are many reasons why we might get less than this – stress, illness and injury, getting older, money worries, and children are just a few. If lack of sleep develops into a pattern, the cumulative impact is significant.

Signs you may need more sleep:

- Decreased communication
- Performance deterioration
- Poor concentration or easily distracted
- Poor cognitive assimilation and memory
- Poor mood or inappropriate behaviour
- Greater risk-taking behaviour
- Inability to make necessary adjustments
- Increased intake of caffeine or energy drinks
- Increased sickness/sickness absence

Sleep hygiene: the habits for a good night's sleep

 Set a regular time for going to bed and waking up	 Exercise regularly and maintain a healthy diet	 Create a comfortable sleeping environment - not too hot, cold noisy or bright	 Avoid caffeine, nicotine and alcohol late at night
 Avoid eating a heavy meal at night	 Avoid watching TV, eating or working in bed	 Turn off devices at least one hour before bedtime	 Avoid using smartphone as an alarm clock

Supporting employee sleep

There is a range of information on the IMS to help you manage and improve your general health and wellbeing with new benefits added all the time.

Physical activity, nutrition, financial management and mental health issues all can impact sleep, so looking after ourselves in all these areas and following the top tips listed throughout this booklet can greatly increase our chances of getting the sleep we need.

If you are having sleep issues that are becoming a problem, our 24/7 counselling service is available to all employees, providing access to qualified counselling staff able to talk through anything troubling you. There is also access to a digital GP making it easier to get access to qualified medical advice and helping you take the next steps to getting the help you need

When more support is needed

If stress is causing you to lose sleep, then talking things through with your GP may be a good first step. **Sleep.org** is an organisation dedicated to the positive benefits of sleep health – check them out for more detailed information on sleep issues and how to deal with them.

(All sources from BITC: www.wellbeing.bitc.org.uk)

Signs you may need more sleep:

 Decreased communication	 Performance deterioration	 Poor concentration/easily distracted
 Poor cognitive assimilation and memory	 Poor mood/inappropriate behaviour	 Greater risk-taking behaviour
 Inability to make necessary adjustments	 Increased intake of caffeine/energy drinks	 Increased sickness/sickness absence



annual cost of lost sleep to the UK



200,000 working days lost in the UK every year to insufficient sleep



1 in every 3 people in the UK are affected by insomnia



2am and 2pm are the two times of the day when we naturally feel tired



Working on night shifts has a 25%-30% higher risk of injury than working day shifts



3.2 million night workers in the UK and 1 in 9 workers work night shifts



Adults who sleep fewer than 6 hours a night have a 13% higher mortality risk than adults who sleep at least 7hrs



Adults who sleep less than 7 hours a day are 30% more likely to be obese than those who sleep for 9hrs or more



Better sleep is the biggest single contributor to living better

ALCOHOL AND DRUGS DEPENDENCY

40% of industrial accidents are linked to substance abuse

60% of all poor job performances are linked to substance abuse

15% of workers are drunk at work at least occasionally

Dependency on alcohol or drugs not only impacts your own work but also the safety of others working around you by affecting your ability to concentrate and can cause a lack of focus, carelessness, and errors in judgment.

You don't always have to drink to extreme levels to become dependent on alcohol. Anyone who is drinking regularly will have a degree of alcohol dependency.

Using alcohol to deal with stressful events can also trigger heavy drinking, which can then lead to alcohol dependence.



Alcohol and drug abuse costs the UK £21bn and £15bn respectively



Lost productivity due to alcohol in the UK at about £7.3bn per year



£17m working days are lost each year in the UK due to alcohol misuse alone

The impact of alcoholism and drug dependence in the workplace:

 <p>Premature death/fatal accidents</p>	 <p>Increased injuries/accident rate</p>	 <p>Absenteeism/extra sick leave</p>	 <p>Lowered productivity</p>
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(All sources on this page from UKAT.co.uk)



Low risk drinking guidelines

To keep health risks from alcohol to a low level, the Chief Medical Officers' guidelines for both men and women advise it is safest not to drink more than 14 units a week on a regular basis.

If you regularly drink as much as 14 units per week, it is best to spread your drinking evenly over three or more days.

Where to get help

If you have any concerns about your drinking, talk to your GP who can refer you to local alcohol services. There are also charities and drug and alcohol treatment organisations that can help you, such as:

www.adfam.org.uk
www.talktofrank.com
Drinkline: 0300 123 1110

You can also speak to your line manager or HR, so we can work together to ensure support is in place.



6 glasses (175ml) of 13% wine



6 pints of 4% beer



14 glasses (25ml glasses) of 40% whisky

Mon	Tues	Wed	Thurs	Fri	Sat	Sun

(All sources on this page from drinkaware)

BEHAVIOURS

We are Bold

Resolutely focused on preparing for the future, we always look at the world with a fresh perspective and strive to identify development opportunities for our companies. Backed by a community with enormous potential, we believe that anything is possible and that we have the means to succeed. Our history and diversity instill in us the desire to try new solutions, and take on new challenges.

We are Open

Operating the world over, we have evolved through positive relationships with all our stakeholders with whom we are in constant contact. Customers, suppliers, local authorities, regulators, colleagues and communities represent a wealth of culture that improves our ability to anticipate new requirements, imagine new solutions, diversify our activities, and bring in new expertise. Curious and optimistic, we always work as a team and combine our talents, inside and outside the Group.

We are Demanding

As the leader in the energy transition and all related services, our objectives place unrelenting demands on our teams. Our constant striving for progress drives us on a daily basis and we do our utmost to meet the needs of our customers and partners. Our joint commitment is what defines us and makes us unique.

We are Caring

Our results are as important as the ways we achieve them. The caring and respectful attitude that we bring to our teams, our stakeholders, and our work are key to what we do at Storengy everyday. We put our faith in the women and men that make up the Group, and do everything possible to enable them to thrive in a safe and healthy work environment.





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