

Yorkshire Building Society's approach to colleague wellbeing

At Yorkshire Building Society, we take a 'whole person' approach to health and wellbeing supporting our colleagues' mental physical, financial and social health.

- **Mental health** - our approach is three-fold: raising awareness and providing tools to help colleagues to maintain good mental health; educating leaders to spot signs and put preventative measures in place; and providing support for struggling colleagues, such as our Employee Assistance Programme.
- **Physical health** - our HR and Health & Safety teams work together to deliver their physical wellbeing strategy by: building awareness around issues such as posture, movement, eating well and sleep; educating managers on how to support their team's physical health; and supporting when colleagues are unwell.
- **Financial wellbeing** - our approach covers: education campaigns to build financial knowledge and awareness; making it easier for employees to access resources and products; and access to support for employees struggling financially.
- **Social wellbeing** - our approach forms part of our inclusion strategy, which is designed to foster an inclusive environment where everyone connected to the brand can contribute to the Society's success, and build a balanced workforce that genuinely represents the best interests of our colleagues and customers.