

Health and Wellbeing at Work Policy Statement

At Central England Co-operative we take the health and wellbeing of our colleagues extremely seriously, recognising the impact that this can have on both our colleagues and our business. We believe that our colleagues are our greatest asset and providing a health and wellbeing programme that encourages and supports them to lead more active and healthier lifestyles forms a key part of our Corporate Responsibility strategy.

We believe that the health and wellbeing of our colleagues is paramount to the long term sustainability of our business and having a Health and Wellbeing at Work policy is a fundamental element of achieving this. There is growing evidence that shows having a healthy, engaged workforce brings clear benefits for both colleagues - reducing incidences of chronic health issues and a better work-life balance - and businesses - reducing absenteeism, increasing productivity and higher colleague retention.

This policy is designed to bring existing colleague wellbeing issues to the fore, whilst seeking to create a Society culture where negative wellbeing issues are identified, minimised and managed before they affect the wellbeing of colleagues.

The Society's focus is on the three main health and wellbeing conditions; obesity related illnesses, e.g. diabetes and cardiovascular disease, musculoskeletal disorder and mental health issues with a clear aim to promote and encourage our colleagues to adopt the positive aspects and ideas associated with health and wellbeing at work.

Led by the Risk Management Business Partner (Health and Safety) and supported by the Corporate Responsibility Workplace team, Human Resources and Corporate Affairs, the policy will be underpinned by a health and wellbeing programme that will clearly define specific measurable targets to improve our performance across a number of key areas including; reduce absenteeism and colleague turnover rates and increase the colleague attitude survey score for 'The Society encourages me to get active and eat more healthily' to 70 by 2016.

In defining our health and wellbeing at work programme we will aim to:

- Do all we can to prevent work related illness and occupational diseases and alleviate circumstances detrimental to mental health and wellbeing
- Offer access to appropriate advice and health services
- Provide opportunities for all colleagues to be more health and wellbeing aware and have access to information, and where appropriate, resources, that will help them make more informed choices about leading more active and healthier lifestyles
- Consult with relevant stakeholders, where appropriate, on all proposed action relating to colleague health and wellbeing
- Ensure all necessary resources are provided to enable managers to implement the Society's agreed health and wellbeing key performance indicators and targets
- Share success and our progress against our key performance indicators and targets across the Society and in the public domain
- Review the policy on an annual basis and amend as necessary

The Board of Directors and Management Executive are fully committed to this policy and will continue to ensure its implementation.



Martyn Cheatle
Chief Executive
11th August 2014