

UNILEVER UK&I

OUR MENTAL HEALTH PROGRAMME

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EUROPEAN HEALTH & WELLBEING MANAGER



Unilever

ABOUT UNILEVER

9 out of 10

UK households use our products



€2.7 billion

annual sales



16 of our 40

brands are market leaders

TONI&GUY

LYNX

Dove



HELLMANN'S



simple

Vaseline.

MARMITE



Comfort

Surf

**UNILEVER, MAKING SUSTAINABLE LIVING COMMONPLACE
- 1890 TO TODAY**

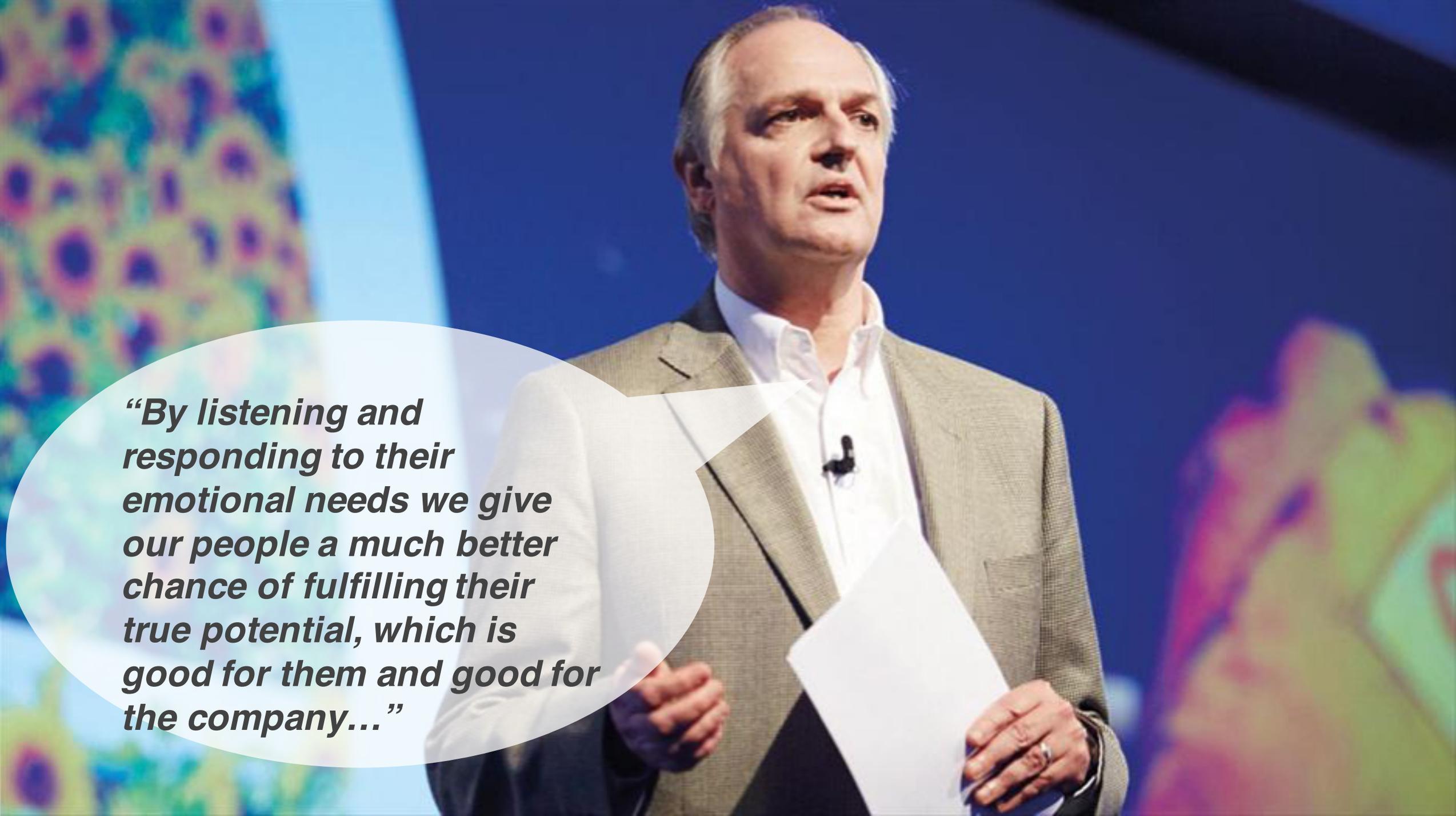
HELP MORE THAN
1 BILLION
PEOPLE IMPROVE
**THEIR HEALTH
& WELL-BEING**

HALVE
ENVIRONMENTAL
FOOTPRINT OF
OUR PRODUCTS

ENHANCE
THE LIVELIHOODS OF
MILLIONS
OF PEOPLE



**WILLIAM HESKETH
LEVER**

A middle-aged man with grey hair, wearing a light-colored suit jacket over a white shirt, is speaking on a stage. He is holding a white envelope or folder in his left hand and gesturing with his right hand. The background is a vibrant, abstract pattern of colorful shapes in shades of blue, green, and purple. A white speech bubble is overlaid on the left side of the image, containing a quote.

“By listening and responding to their emotional needs we give our people a much better chance of fulfilling their true potential, which is good for them and good for the company...”

PHYSICAL

Looking after our health, fitness, diet, sleep and energy levels so we approach challenges with zeal.

- Nutrition
- Recovery
- Exercise
- Energy Management

PURPOSEFUL

Identifying what really matters to us and connecting to that as much as possible in all we do.

- Personal purpose
- Connection to USLP

UNILEVER WELLBEING FRAMEWORK

MENTAL

Managing our mental choices and reactions to distractions and competing pressures.

- Focus
- Empowerment & Agility
- Mindfulness

EMOTIONAL

Finding ways to feel positive and confidently face the challenges life throws at us.

- Positive mindset
- Self esteem
- Inclusion

OUR FRAMEWORK FOR MENTAL HEALTH



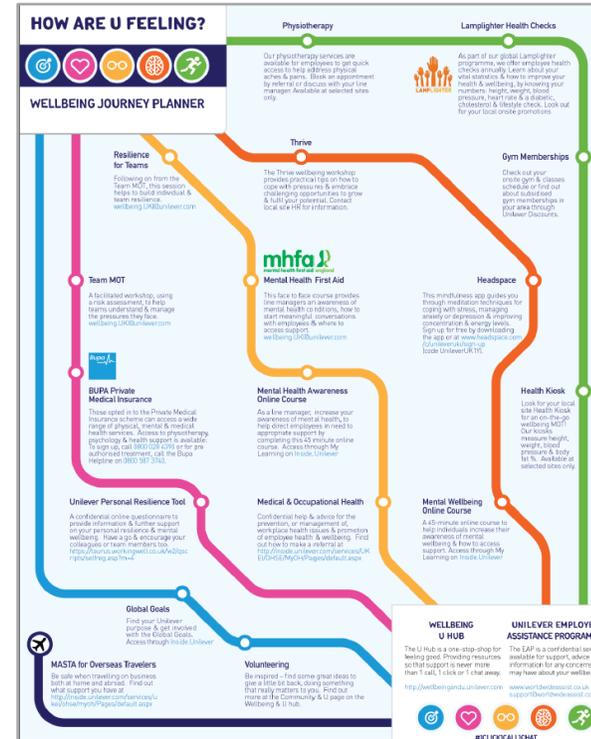
LEADERSHIP & MANAGEMENT - ENCOURAGING EMPLOYEES TO BE OPEN

#1chat 1call 1click
You're never far away from the help and support you need



Everyone needs to take their own wellbeing seriously. After all, if we don't who will? But some of you might feel, occasionally, that you have the world on your shoulders and just need to get some quick, simple and completely private advice. Wouldn't that be wonderful at the click of a finger? Well, that's exactly what our EMPLOYEE ASSISTANCE PROGRAMME is. Big title, simple service. A real human on tap to talk to, confidentially, to help get the world off your shoulders again. Just a phone call away. If you need it, use it.

Need help on your Wellbeing journey?
To support your complete wellbeing, for health improvement or wellbeing maintenance there are a variety of tools which you can access through the Wellbeing and U Hub. To find out more visit wellbeingand.u.unilever.com

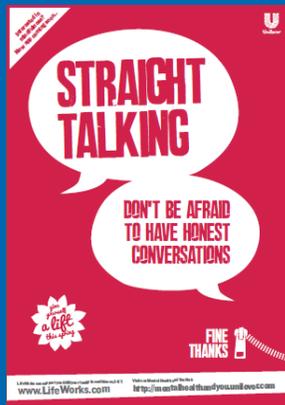



Education & normalization with leadership sponsors

Wellbeing Journey map



Line Manager training



Employee Culture & Communication



SUPPORT SERVICES AND PARTNERSHIPS



Founding partners

of Heads Together, that aims to end the stigma around mental health.



Time to change pledge

to keep pioneering to provide the best possible employee wellbeing support.



Active partners

to progress our Mental Health education year on year



1.9 million

people reached with Dove Self-Esteem education by 2015



#bIGGERISSUES

campaign helped raise awareness of male suicide

OUR IMPACT SO FAR

“It is great that at the top levels, Unilever is making mental health more visible and there are more options to get help.”

SUPPORT

48% reduction in Mental Health spend

Personal Resilience tool usage up 400% after campaign

BUILDING RESILIENCE & MANAGING PRESSURE

EAP usage up from 3.5% to 7.4%

Headspace mindfulness app – 25% sign up

€1 to €10.44 ROI

Globally 40,000 Thrive participants

50%+ managers trained in MHFA at key sites

Wellbeing & U hub 10,571 hits

LEADERSHIP & MANAGEMENT

Active Wellbeing champion groups at 100% of our UK&I sites

65% employees engaged with SLEEP WELL

COMMUNICATION & CULTURE

RECOMMENDATIONS FOR “TALKING ABOUT MENTAL HEALTH AT WORK”

- **Agree a vision** to why this is of business importance and for **your employees**
- Work **collaboratively** with your **leaders**, for their **support and team delegation**
- Encourage an **open, agile and autonomous environment** for **conversation**
- **Invest and promote in supportive resources**
- Consider **Line manager training AND employee coaching AND build local teams**
- **Align yourselves with National Campaigns** and **publically available resources**
- **Focus on behaviour support** not illness or conditions



YOUR QUESTIONS



Unilever

OUR FRAMEWORK TO SUPPORT MENTAL HEALTH

<p>Leadership & Management</p> <p>Managers who understand physical and mental wellbeing as a core element of their people management, and leaders who consider an individuals total wellbeing as part of business decision-making and capability building.</p>	<p>Communication & Culture</p> <p>A performance culture is a healthy and resilient culture, where mental and physical health are actively discussed, managed and understood to be intrinsic to success.</p>	<p>Building Resilience & Developing Employee Wellbeing</p> <p>Given that a performance culture needs to be a resilient culture, interventions, tools and techniques will be put in place that build organisational, team and individual wellbeing to meet the needs of the business and the needs of our people.</p>	<p>Support</p> <p>Anyone in Unilever should be no more than one click, one phone call or one discussion from the help they need if they are experiencing any issues with their health and wellbeing.</p>
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