

# Supporting Wellness

The greatest value we bring to our clients is our people. We support and encourage our people to be themselves in the workplace, to ensure they are looking after their health and wellbeing and we proactively take steps to promote this.

We have a number of initiatives that fall under our dedicated wellness programme that aim to counter the risk of stress and to encourage employee well-being and resilience.

Our **Wellness Committee** is made up of representatives from all levels of the business, including partner representation. The Wellness Committee organises activities based on five elements of wellness:



Every year in each office we hold a dedicated

## 'Wellness Week'

focusing on the five elements as well as activities throughout the year to support wellbeing. Last year our Wellness Week included a...



## Activities include:

### Flexible working

All employees have the option to create a work-life balance that suits them. A flexible work arrangement is intended to support employees to be more productive, less stressed, happier, and healthier. Flexibility means creating time for the most important things in life including work.

### Workshops and seminars

Arranging numerous workshops and seminars annually. Two recent standout sessions were a seminar hosted by Umbrella, an organisation focusing on mental health in the workplace, and a mental health presentation by Grant Pritchard, a Legal Business Partner at Spark and President of ILANZ: In-house Lawyers.

### Volunteering

Organising volunteers to help in the community, including assisting Eat My Lunch make lunches for the kids that the organisation supports and spending the day helping the Motutapu Restoration Trust with their planting project on Motutapu Island.

### Organised physical activity

Every year we participate in Round the Bays (New Zealand's largest fun run) in both Auckland and Wellington. In addition, we have employee sports teams in weekly social netball, touch rugby and football leagues in both cities, and host an annual staff vs partners cricket competition in Auckland. We have also participated in Auckland Transport's step challenge competitions.

### Mental Health First Aiders

We have trained mental wellness first aiders in each office who have the skills and knowledge to recognise and respond to someone experiencing mental health concerns.

### Employee Assistance Programme

Our Employee Assistance Programme (EAP) is a free professional and confidential service which is available to all staff and their families if they are experiencing any personal or work related mental wellness challenges. This service is provided by an independent company called EAP Services Limited, and their professionals are all qualified, registered and experienced EAP specialists.

### Mindfulness

We recognise the importance of mindfulness in the workplace and work to provide opportunities to promote this regularly. For example, in February we were all encouraged to "Take a Breath" – a 7-day challenge which is a science-based breathing platform which aims to help everyone learn to breathe well again.

### Reaching out

We encourage taking time out through our initiative "Take 10" – where employees receive a voucher to be used at a local café with the idea that they "take 10" minutes out of their day to grab a coffee with someone else at the firm that they might not regularly socialise with. The aim is to have a real conversation about how that person is doing and build stronger connections around the firm.