

Employee Wellness Policy

Purpose

Design Works (Cumbria) Ltd encourages employees to take advantage of programs and activities of interest that are aimed at realising one's optimal health. The policy recognises that healthy employees and programs that support the promotion of their health can help reduce health benefit costs, absenteeism and decreased productivity. The company will engage employees in developing, implementing, monitoring, and reviewing nutrition, stress management, work/life balance, and fitness policies.

Employee Wellness Procedures

Balance: Create an atmosphere of work/life balance to sustain our people. These are ways Designworks will support this:

- Come and go as you see fit (within reason, of course)
- Organise fun activities outside of work (walks, lunches/dinners, games, etc.)
- Make sure check-in's happen often to assure workload is reasonable
- Encourage employee relaxation and self-care

Fitness: Create an environment that celebrates physical activity & health for all. These are ways Designworks will support this:

- Provide time during the work day for stretching and walking around.
- Provide a 15% off their annual joining fee at Anytime Fitness in Kendal.
- Provide comfortable, ergonomic work spaces
- Promote healthy activities for employees.