

# WELLBEING STRATEGY

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**2022 - 2026**

Looking after the health and wellbeing of our people has always been an important part of the culture of Inzpire, and we are committed to providing a supportive and physiological safe environment where all our people feel included and supported to be their best.

# INZPIRE'S WELLBEING STRATEGY FORMS PART OF OUR WIDER PEOPLE STRATEGY AND SETS OUR INTENT FOR THE NEXT 5 YEARS AND BEYOND



As the boundaries between work and home become blurred, we recognise that the proportion of our lives we spend working is increasingly influencing our overall wellbeing. There is growing evidence that the workplace can play a positive role in shaping our overall wellness by providing social connections, satisfaction and a sense of belonging, as well as professional purpose, personal growth and financial reward.

We have set ourselves targets that by the end of 2026, wellbeing will be naturally engrained as one of the ways that we work, and we will not only provide exemplary support for colleagues dealing with wellbeing challenges, but additionally all of us will have the knowledge, tools and confidence to look after the wellbeing of both ourselves and of those around us.



# COMMITMENT TO OUR PEOPLE, CULTURE AND SUCCESS

To help us achieve our goals, we will develop our delivery around five wellbeing pillars:

## PHYSICAL HEALTH

Raising awareness of the importance of maintaining physical health and the lifestyle choices we can take to support our health and wellbeing.

## MENTAL HEALTH

Providing access to high quality mental health support and resources, allowing us to increase our knowledge and skills and be better able to support ourselves and others.

## PERSONAL GROWTH

Creating an environment where we are fully supported to grow, develop and realise our full potential through a culture that encourages us to drive our own development and achieve our goals.

## WORKING ENVIRONMENT

Creating a safe, happy and engaging work environment that provides an inclusive culture and an agile work-life blend with purposeful and meaningful work, where wellness is who we are and what we do.

## FINANCIAL WELLBEING

Raising awareness of the benefits of financial wellbeing by providing access to materials and resources.

To maximise the positive impact of wellbeing support, we each need to play our part. Our Senior Leaders have the opportunity to lead by example, ensuring wellbeing is embedded throughout our operations and culture. Divisional Heads and Line Managers are best placed to ensure the day-to-day wellness of their team, spotting early signs of problems, making supportive adjustments where necessary and nurturing positive relationships. Our Wellbeing Champion will provide a central focal point for wellbeing initiatives, while employee networks will present opportunities to harness wider internal skills and enthusiasm from across the business. As individuals we also have a responsibility to manage our own health and wellbeing, and we are encouraged to participate in, and benefit from, wellbeing initiatives, offerings and available support.



In line with the People Strategy, this document will be reviewed on an annual basis or following a material change to Company strategy or direction. We will seek feedback on wellbeing delivery from across the business and every year we will report on progress, admit where we can do better and celebrate our achievements, adjusting our focus accordingly. We will update and publish our delivery plans annually.

If you are finding your current situation difficult, for whatever reason, please reach out to your colleagues, your line manager or one of our trained Mental Health First Aiders. Alternatively, there are links to support and helpful resources on the Wellbeing Portal on the Company Intranet. **Remember you are never alone as part of the Inzpire family.**

# MATURITY TIMELINE

## ESTABLISHING

- Creating and developing underpinning frameworks and resources to support wellbeing.
- Establishing common understanding and awareness of the importance of wellbeing and how to access support.
- Providing guidance for managers to help them support their own wellbeing and that of their teams.
- Refining our work / home balance principles in support of agile working.

## MATURING

- Building on the frameworks to implement the Inzpire offering.
- Leveraging insights from established QinetiQ networks to inform business decisions and areas of focus.
- Furthering the effectiveness of manager support to identify areas of development.
- Establishing communities of interest and practice.
- Creating baselines for measurement data.

## EMBEDDING

- Embedding a proactive wellbeing culture by reinforcing wellbeing as part of our DNA.
- Encouraging a preventative managerial approach rather than a reactive one.
- Supporting good role modelling for leaders, managers, people and teams.
- Integrating wellbeing into team discussions without prompt.
- Reviewing KPIs and data measurement and evolving as required.

## LIVING

- Supporting our people in achieving their own wellbeing goals.
- Supporting natural communities of practice.
- Shifting the dynamic from central push to cultural pull.
- Demonstrating that changes and shifts in behaviour deliver business results.

## LEADING

- Consistently demonstrating that we are a company where employee wellbeing is at the heart of our business culture.
- Ensuring we all have the knowledge, tools and confidence to look after our own wellbeing and those around us.
- Remaining in the top quartile of our sector for wellbeing.