

Our Group Inclusion Commitments

Mental health and wellbeing

Launched: February 2022

Our Group Inclusion Commitments are minimum standards for Spirax Group. Where current practice or local law go further than these standards, the greater benefit should always continue to apply.





Mental health and wellbeing

Introduction

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At Spirax Group, we believe that supporting the mental health and wellbeing of our colleagues globally is the right thing to do and that it's fundamental to our success as individuals, teams and a Group.

We all experience challenges at work and at home, and we all need support from time to time. The more we can do together to create an open culture around mental health and wellbeing, and the more we can all support each other on this, the better able we all are to lead happier, healthier lives at home and to fulfil our potential at work. A strong focus on mental health and wellbeing also make us more able to attract great talent to our Group. This all means we're then better able to support our customers, suppliers, local communities and all of those who depend on us as we seek to engineer a more sustainable world.

Talking about our mental health and wellbeing isn't always easy, but it's essential if we are going to look after ourselves, know how to support those around us and break the stigma that prevents so many of us from reaching out for support. It's OK not to be OK, getting support is a strength and simple conversations can change lives.

As part of our Group Inclusion Commitments, we aim to proactively promote better mental health and wellbeing across our Group. That needs our leaders to visibly role model great practice and for all of us to play our part too. A toolkit like this one can't solve everything, but it sets out some high-level principles for our Group and signposts further support and resources.





Mental health and wellbeing

Global context

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We all face mental health and wellbeing challenges throughout our lives. Some of these are temporary challenges and some of them are permanent ones, but all of them have an impact on our lives, our families and our work - and that means we all need support from time to time.

Around 36% of working-age adults worldwide say that mental health is the biggest health challenge facing their country. The context varies by geography and with the uniqueness of every person's background or situation, but notable trends include:

- One in every eight people (or 970 million people) around the world were living with a mental disorder or illness in 2019. Anxiety and depression were the most common conditions.
- In 2019, 301 million people (including 58 million children and adolescents) were living with an anxiety disorder and 280 million with depression (including 23 million children and adolescents).
- In China, 8.6% of people say there has been a time when they have been so anxious or depressed that

they have not been able to continue their normal daily activities for two weeks or longer. In Germany, it's around 19% and in the USA, it's around 21%. In the UK and France, it reaches about 26%, and it's over 35% in Argentina.

- How comfortable we are to talk about things like anxiety or depression also varies globally. In France, for example, 55% of people said they were not at all comfortable to talk about this. It was 47% in Japan, 34% in the USA and just 7.1% in Egypt.
- According to the Global Workplace Report (2021), workers in the USA and Canada recorded the highest levels of daily stress globally at 57% in 2020. In Western Europe, stress decreased to 39% (from 46% in 2019).
- Workplace stress continues to remain high post-pandemic though, with 44% of workers worldwide reporting they experienced 'a lot' of stress recently according to Gallup's State of the Workplace Report (2023).

Of course, there are many more aspects to mental health and wellbeing – but all of them have an individual impact. They also affect our relationships, our happiness, our life satisfaction, our productivity at work and much more.

It is only by empowering an open workplace culture on mental health and wellbeing that we create the environments where all of us feel safe to share what we are experiencing and know where to get support or how to help each other.

It's OK not to be OK and seeking support is a strength, wherever we are in the world.



Sources: [Gallup](#), 2023; [Our World in Data](#), 2020; [Statista](#), 2024; [World Economic Forum](#), 2021; [World Health Organisation](#), 2022.



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Our Group Inclusion Commitment

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At Spirax Group, we believe that supporting the mental health and wellbeing of our colleagues is a responsible approach to business and is key to our success as individuals, teams and a Group.

We all have a responsibility to contribute to a positive mental health and wellbeing culture at work, to look after our own mental health and wellbeing, and to support those around us.

So, we're committed to creating an open culture on mental health and wellbeing where we proactively support our colleagues and where we remove any stigma, bias or discrimination associated with mental health and wellbeing.

This is core to our approach to Health and Safety and part of our company Values. It's also key to how we create the inclusive, equitable workplaces and culture where all our colleagues can be themselves and achieve their potential.

As part of our approach, we have set out the following guiding principles as our global minimum standards.

Our approach

- We will adopt an inclusive approach to mental health and wellbeing, recognising that colleagues can experience different mental health or wellbeing challenges over time, or experience the same challenges in very different ways depending on their situation or background. Everyone is unique and we all need support at some point.
- We will aim to consider mental health and wellbeing in the broadest possible sense (including environmental, emotional, financial, intellectual, mental, physical, social, spiritual and workplace aspects, for example) and think both in terms of prevention and support.
- Wherever we operate in the world, we will ensure we comply with any relevant mental health and wellbeing legislation (including wider Health & Safety law). We will aim to create safe workplaces where risks to mental health and wellbeing are removed or limited as far as possible, and where we proactively promote positive mental health and wellbeing.
- In line with our Group Health and Safety Policy (Statement of Intent), we all have a collective responsibility to put health and safety first and to “do the right thing – even when no one is looking”. The principles in the Group Health and Safety Policy apply equally to mental health and wellbeing.
- Local leadership and HR teams are responsible for day-to-day mental health and wellbeing in their teams or areas of operational responsibility. This includes ensuring a consistent approach to mental health and wellbeing that takes local context into account and seeks to continually improve support and performance.





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Our Group Inclusion Commitment (continued)

Preventing mental and wider ill-health

- We expect our leaders to role model good practice and proactively make mental health and wellbeing a visible priority in every country we work in. This includes creating psychologically safe environments where colleagues feel able to share experiences; safeguarding their own mental, emotional and physical resilience; advocating inclusion and leading with authenticity.
- We will empower our colleagues to champion action and access support with practical tools, training, networks and signposting of specialist mental health and wellbeing services. This includes our global Employee Assistance Programme (EAP); country-specific healthcare schemes; our Mental Health & Wellbeing Global Network and other colleague networks; our SPARK Wellbeing Academy; local Mental Health First Aider schemes and wider initiatives.
- We will embed mental health and wellbeing into wider policy and practice – such as our global Health and Safety Excellence Framework; onboarding activity; leadership development frameworks and wider colleague training; approaches to fair pay; in the design of new facilities and more broadly.
- We will not tolerate any form of bullying, discrimination or harassment. These can significantly impact the mental health or wider wellbeing of colleagues. This includes, but is not limited to, sexism, sexual harassment, racism, ageism, ableism, homophobia, biphobia, transphobia and any form of discrimination based on pregnancy status, faith or other protected characteristics, for example.
- We will encourage colleagues to consider aspects of mental health and wellbeing in wider behaviours and business practice. This could include adding mental health themes to our 'Safety Moments' at the start of team meetings; in job design; work allocation; working patterns or working across time zones; travel planning and other activities where we can either minimise mental health and wellbeing risks or proactively promote positive health.
- We recognise that promoting good mental health and wellbeing in the workplace relies on open, honest conversations between colleagues, including both ways between managers and team members. We will support our colleagues to have safe, respectful and mutually beneficial mental health and wellbeing conversations

through guidance such as our Wellbeing Toolkit (available on SPARK).

- Given the links between inclusion, equity and diversity and mental health and wellbeing, we will maintain our wider Group Inclusion Commitments. This includes our commitment to enabling hybrid working wherever this is possible (as this type of working can have clear mental health and wellbeing benefits when it effectively and appropriately balances the needs of individuals, teams and the business).
- Through our Group Inclusion Commitments, we will also continue to provide support on matters including parenting, caregiving, pregnancy loss, domestic violence and abuse, menopause, menstrual health and more.





Mental health and wellbeing

Our Group Inclusion Commitment (continued)

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Supporting colleagues in need

- We will work to remove stigma, bias or discrimination associated with mental health or wellbeing, creating a culture where it is “OK not to be OK” and where seeking support is seen as a strength, not as something to feel guilty about.
- We will provide access to services that colleagues can use when faced with a mental health or wellbeing challenge – like our global Employee Assistance Programme (EAP), country-specific medical insurance or healthcare schemes and local occupational health services.
- We will encourage the creation of local Mental Health First Aider (MHFA) schemes through accredited and professionally supported MHFA training locally - professional training (and maintaining this) is vital to protect the wellbeing of MHFAs and of colleagues seeking their support. We will also connect trained MHFAs through our Mental Health and Wellbeing Global Network to provide a peer support community and to empower collaboration on best practice.
- We encourage colleagues who have a personal or professional mental health or wellbeing challenge to talk to their line manager. We will respond to colleagues supportively, empathetically, fairly, non-judgmentally, respectfully and with appropriate confidentiality. We will not make assumptions and we will work with the colleague to identify appropriate professional support. We will always encourage colleagues to seek professional support – such as through a national medical or healthcare provider.
- We will support colleagues returning to work after time off for mental health or wellbeing reasons. This will be agreed on a case-by-case basis. It could include temporary or permanent adjustments such as:
 - Phased returns to work
 - Adjustments to role
 - New working hours or location
 - Changes to the working environment
 - Agreeing a Wellbeing Action Plan or other support
- Adjustments should be monitored regularly to ensure they have the best impact for the colleague and the business.

Monitoring, continuous improvement and collaboration

- We will measure progress through our global Colleague Engagement Survey and report this in our Annual Report, seeking to continually improve performance (for example by looking at Wellbeing Index scores by demographics). We will also encourage local monitoring and reporting by leadership and HR to understand trends and potential interventions across our businesses in the local context.
- To help continually improve, we will review broad themes from uptake of our Employee Assistance Programme (never individual cases), suggestions from our MHFAs and Mental Health and Wellbeing Global Network and feedback from our Board’s Colleague Engagement Committee (which runs colleague focus groups throughout the year and oversees implementation of our approach to inclusion, equity and wellbeing – including mental health).
- We will work with partners and share our resources publicly (such as mental health, wellbeing or wider inclusion toolkits) to support customers, suppliers and other organisations on their own mental health and wellbeing journeys too.



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Our commitment to the Global Business Collaboration for Better Workplace Mental Health pledge



THE GLOBAL BUSINESS COLLABORATION
for Better Workplace Mental Health

In support of our global commitment to positive mental health and wellbeing, we signed the Global Business Collaboration for Better Workplace Mental Health leadership pledge in 2022.

The pledge sets out six commitments for businesses - shown opposite along with some of our main actions to support these as we work to further empower positive mental health and wider wellbeing across Spirax Group.

Find out more about the pledge:
www.betterworkplacemh.com

1

Develop and deliver an action plan to support good mental health in our organisation.

- Establish a Mental Health and Wellbeing Steering Committee to support and direct our Mental Health and Wellbeing global network.
- Use insight from our colleague networks, Engagement Survey and Employee Assistance Programme to shape our approach.
- Encourage each of our businesses to develop an action plan.

2

Promote an open culture around mental health, working towards eliminating stigma.

- Grow our Mental Health and Wellbeing Global Network.
- Embed mental health and wellbeing themes in internal communications.
- Ensure leadership development includes mental health and wellbeing behaviours; encourage leaders to share personal wellbeing stories.
- Celebrate mental health and wellbeing days globally and locally.

3

Take proactive steps to develop our culture and ways of working towards creating positive mental health and reducing mental ill-health.

- Raise awareness of our global Employee Assistance Programme (EAP).
- Support colleagues with our Group Inclusion Commitments.
- Embed mental health and wellbeing in wider policy, practice + facilities.
- Zero tolerance approach to bullying, discrimination and harassment.

4

Empower all our colleagues to manage and prioritise their own mental health and to support one another.

- Continually grow our SPARK Wellbeing Academy and resources, promoting these and resources from partners + our healthcare providers.
- Encourage local Mental Health First Aider (MHFA) schemes; connect and support MHFAs as a community to provide peer support.
- Encourage uptake of annual Wellbeing Day + volunteering leave.

5

Signpost our colleagues to mental health tools and support they need.

- Signpost our global Employee Assistance Programme, local MHFA support and services offered via our in-country healthcare programmes.
- Promote external support organisations and helplines via our global colleague networks, inclusion events, internal communications.

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Regularly measure the impact of our efforts, being open about our progress, to influence and inspire change in our organisation and beyond.

- Measure progress through our global Colleague Engagement Survey.
- Report progress in our Annual Report and on our Group website.
- Share our resources (like our Group Inclusion Commitment toolkits) publicly to support customers, suppliers and other organisations.

Our global Employee Assistance Programme

Advice that's free, confidential, in your local language - for everyday life and the bigger challenges

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It's OK not to be OK, and it's a strength to seek support. That's why we have a global Employee Assistance Programme (EAP). It's free, completely confidential, available 24/7 and in your local language – for everyday life and for more challenging times. See how to access the service below. You can find more information on One Place locally as well.

What does our EAP help with?

Our EAP provides advice and support on a wide range of matters. It offers advice on everyday aspects of life as well as support in times of crisis. This includes topics such as:

- Stress and anxiety
- Work advice
- Relationship advice
- Gambling issues
- Counselling
- Bereavement and loss
- Financial wellbeing
- Legal advice
- Drug and alcohol issues
- Family issues
- Childcare matters
- Medical information
- Consumer issues
- ...and more.

To get support in the UK

Web: 

Call: 

You can use the app (or website) to contact a wellbeing counsellor by live chat, video call and phone or request a call back. You can also use the AI feature if you do not yet feel comfortable talking to a counsellor. The app also includes resources, information and tools to help with all aspects of life.



To get support around the world

Web: 

Register via the website, then select a username and password.

Click the flag icon (top right of the page) to select your country and language for local resources and contact details. You'll find resources covering a wide range of topics and details of how to contact a counsellor there.

You can also download the app (provided by ComPsych) by searching for **GuidanceResources** (one word) in your App Store.





Getting support: Further support across Spirax Group

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Our Group Inclusion Commitments provide further mental health and wellbeing support



Gender-neutral parental leave

Every colleague who becomes a parent gets a minimum of 16 weeks paid parental leave (whoever they are, wherever they are and however they become a parent) and can return to work at 80% of their pre-leave hours for 100% of pre-leave pay for six months.



Caregiver leave

Every colleague who is a caregiver can access 15 days of paid caregiver leave each year (in addition to annual leave) to support their loved ones or to seek personal mental health support as a result of their caregiving duties.



Pregnancy loss support

Colleagues experiencing pregnancy loss of any kind can access a minimum of 10 days paid pregnancy loss leave (including time off for related appointments or counselling) – whoever they are, however the loss is experienced and whenever they are impacted.



Help with domestic violence and abuse

We will support colleagues who experience domestic violence or abuse with a minimum of 10 days of paid 'safe leave' to get the help they need when they need it – and a zero tolerance approach for abusers that aims to identify support to help them change their behaviour.



Hybrid working

Recognising the wellbeing and mental health benefits of being able to balance work and home life, we're enabling our hybrid workforce to be at their best. We'll dress for our day, work where we are at our best and most productive, keep in touch and actively include each other.



Menopause and menstrual health

Menopause can have a range of physical, emotional and mental health impacts, so we've created a set of menopause-friendly workplace principles (and guidance on wider menstrual health at work) to help reduce stigma, start conversations and provide support.



LGBTQ+ inclusion globally

We will be a safe place for all lesbian, gay, bi, trans, queer or questioning (LGBTQ+) people because no-one should ever have to fear discrimination, harassment or bullying for who they are, who they love or how they express their gender identity.



Valuing our diversity as a Group

To help all of our colleagues to thrive, and recognising the strength that our diversity brings, we're committed to become increasingly gender-balanced, ethnically diverse, disability confident and faith-aware – with our colleague networks supporting everyone on life's challenges.



Getting support: Other mental health and wellbeing organisations

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Find individual support or learn more about mental health and wellbeing



Global directory of free, confidential helplines on a wide range of topics – such as anxiety, depression, gender or sexual identity, suicide prevention, substance abuse and more.

www.findahelpline.com



Global mental health news and resources.

www.who.int/news-room/feature-stories/mental-well-being-resources-for-the-public



'Just Ask A Question' (JAAQ) uses interactive videos so you can ask questions about mental health, neurodiversity, wellbeing and fitness topics, including specialist advice for different genders (all in English).

www.jaaq.org



The National Alliance on Mental Illness – a US-specific site offering support and education across the USA.

www.nami.org/home



An online library of short, informative guides on stress, anxiety, and mental wellness.

www.helpguide.org/category/mental-health



Advice and resources on a wide range of mental health matters and for World Mental Health Day.

www.mentalhealth.org.uk



A UK organisation supporting children and young people's mental health. Offers resources for young people, parents or carers and anyone who works with young people.

www.youngminds.org.uk



Free 'Mind Plan' quiz – answer five simple questions to get a personalised mental health action plan with tips and advice.

www.nhs.uk/every-mind-matters/mental-wellbeing-tips/your-mind-plan-quiz



Resources and information from the UK mental health charity, Mind (UK support lines but globally relevant resources).

www.mind.org.uk



The Mental Health at Work toolkit provides resources to help on a wide range of topics, including loneliness, the cost of living, trauma, parenting and work, mental health in the workplace and much more.

www.mentalhealthatwork.org.uk/toolkit



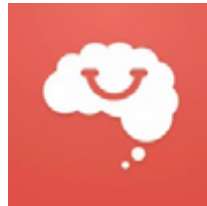
Getting support: Helpful mental health and wellbeing apps

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There are a wide range of apps to support wellbeing, including free or low-cost apps



The Pzizz app that promotes a relaxing sleep routine using personalised 'Dreamscapes' – sound effects, music and narration to relax the body and mind.



Smiling Mind is an Australian not-for-profit organisation that offers mindfulness and meditation for all ages. It also includes Indigenous language meditations for Australia.



VODA is a mental health app specifically for the LGBTQ+ community. It helps the user to learn more about self-care, anxiety, stress and to manage issues specific to LGBTQ+ people, like coming out, internalised shame and gender dysphoria.



Calm offers guided meditations for beginners and more experienced practitioners, with options for mindfulness, self-care, relaxation, calming anxious thoughts and more.



iBreathe focuses on the breathing techniques used in meditation, aiming to help users relax and bring balance back in to their lives.



Shine is a mental health wellness app focused on managing stress and anxiety through meditation, self-care and community support. It contains playlists specifically for marginalised groups including the Black community, Latino community and LGBTQ+ people.



The Plum Village app was started by a Vietnamese monk who founded a monastery in France. The app allows you to explore all of his work on mindfulness and is free.



Happify was developed by scientists to help users benefit from the latest findings in mental health research. It has a particular focus on developing positive emotions, resilience and self-compassion.



Silatha supports women with their wellbeing. It uses meditation, webinars and peer support to help navigate wellness challenges linked to work, being a parent and caregiving, covering topics such as menstruation, menopause, fertility, bias and more.



Getting involved: Opportunities across Spirax Group

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Learn, grow, support yourself and make a difference to support colleagues and communities



Our Mental Health and Wellbeing

Global Network is a supportive space for all colleagues to share experiences that promote mental health awareness, empower positive wellbeing and help us all to support each other on life's challenges. It is open to everyone with Spirax Group and includes a channel for accredited Mental Health First Aiders (MHFAs) to connect and support each other too. You'll find the network on One Place and MS Teams.



Our community of global colleague

networks enables us all to connect, learn and find support - whether we identify as part of a community, an ally or someone who wants to make a positive difference. Our networks explore mental health and wellbeing from multiple perspectives, including women's health, disability, neurodiversity, LGBTQ+ mental health, racism, parenting challenges and more. Find them on One Place and MS Teams.



SPARK is our Group-wide education

platform. Access it from One Place or on a mobile device and you'll discover resources, webinar recordings, training and more. Our SPARK Wellbeing Academy includes resources from around the Group or you can type 'mental health' in the search bar to discover content from MindTools, Calm, TED Talks and more. There's more in the SPARK Inclusion and Diversity Academy too.



Make a difference for yourself or others:

- **Wellbeing Days:** We all get a paid extra day of leave each year to focus on our wellbeing – how will you use yours?
- **Volunteering leave:** We also all get three days of paid volunteering leave each year. You can use it as a team or by yourself to make a difference locally and boost your wellbeing at the same time.



We all have a responsibility to contribute to a positive mental health and wellbeing culture at work, to look after our own mental health and wellbeing, and to support those around us. So, we'll create an open culture where we proactively support our colleagues and where we remove any stigma, bias or discrimination associated with mental health and wellbeing.