



WELL-BEING AT WORK POLICY

At SNF, we value the well-being of our employees and recognize that a positive work environment is essential for their overall health and productivity. This Well-Being at Work Policy outlines our commitment to creating a supportive and inclusive workplace culture that promotes employee well-being.

OBJECTIVES

The main objectives of this policy are:

- To foster a work environment prioritizing all employees' physical, mental, and emotional well-being.
- To raise awareness about the importance of employee well-being and encourage proactive measures to maintain it.
- To provide resources, support, and guidelines to help employees maintain a healthy work-life balance.
- To create a mutual respect and inclusivity culture where employees feel valued, supported, and empowered.
- To ensure compliance with relevant health and safety regulations.

RESPONSIBILITIES

Management

The management team at SNF is responsible for promoting and implementing this policy throughout the organization. They should lead by example, prioritize employee well-being, and provide necessary resources and support.

Employees

All employees are expected to adhere to this policy, actively participate in well-being initiatives, and support their colleagues in maintaining a healthy work environment.



PHYSICAL WELL-BEING

Ergonomics

SNF will provide ergonomic workstations, including adjustable chairs, desks, and proper lighting, to ensure employees have a comfortable and safe workspace.

Health and Safety

We are committed to providing a safe and healthy work environment. Regular safety training will be conducted, and employees will be encouraged to report any concerns or hazards.

Breaks and Rest: Employees will be encouraged to take regular breaks to rest, stretch, and recharge. Adequate break facilities will be provided.

SOCIAL AND EMOTIONAL WELL-BEING

Work-Life Balance

SNF recognizes the importance of a healthy work-life balance. Flexible working arrangements, such as telecommuting and flexible hours, will be considered when feasible.

Stress Management

We will provide resources, workshops, and training to help employees manage stress effectively. Managers will be trained to identify signs of stress and provide appropriate support.

Social Health Support

SNF is committed to destigmatizing mental health issues. Confidential counseling services, employee assistance programs, and access to Social health resources will be provided.

Social Dialogue

SNF values the role of social dialogue in fostering a healthy and supportive work environment. Regular and open communication is maintained with elected Social and Economic Committee members, local representatives, and union delegates to ensure that employee well-being remains a priority. Through this ongoing dialogue, SNF aims to address concerns, promote collaboration, and continuously improve the work conditions that support the holistic well-being of all employees.

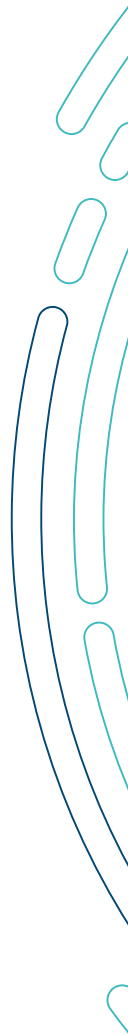
INCLUSION AND RESPECT

Diversity and Inclusion

We value diversity and promote an inclusive workplace where everyone at SNF feels respected, regardless of their background, race, gender, age, religion, or sexual orientation.

Anti-Harassment and Bullying

SNF has a zero-tolerance policy for harassment and bullying. Employees are encouraged to report incidents so that appropriate action can be taken to address such behavior.





Communication and Feedback

We will foster open communication channels and encourage feedback to ensure all employees feel heard and valued.

WELL-BEING INITIATIVES

Well-Being Programs

SNF will develop and promote well-being programs, such as fitness challenges, mental health workshops, mindfulness sessions, and healthy living initiatives.

Training and Development

Employees will be provided opportunities for personal and professional development to enhance their skills and knowledge.

Recognition and Rewards

SNF will recognize and reward employees who actively contribute to promoting a positive work environment and well-being initiatives.

REVIEW AND EVALUATION

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from employees will be considered to make necessary improvements.

By implementing this Well-Being at Work Policy, SNF aims to create a workplace that supports the holistic well-being of its employees, enabling them to thrive personally and professionally.