

Appendix 1

Royal Mail Group Statement of Intent

Mental health (MH) problems are widespread, at times disabling, yet often hidden. One in four adults experiences at least one diagnosable MH condition in any given year. People in all walks of life can be affected and at any point in their lives. Mental health problems represent the largest single cause of disability in the UK. The cost to the economy is estimated at £105 billion a year. Within Royal Mail Group (RMG) the top three mental health conditions were Stress, Depression and Anxiety. There is a strong relationship between employee wellbeing and engagement, performance and attendance. The data is compelling in terms of the commercial requirement to maximise our employee attendance and our corporate social responsibility to give long term focus in this area. Fundamentally, at the heart of this strategy, is the aim to improve the wellbeing of today's employees and deliver a stronger workforce for the future. RMG is one of the UK's largest employers and we are committed to effective support strategies and tools that can make a positive difference to our employees who are directly or indirectly affected by mental health issues. Reflecting that commitment, Moya Green RMG Chief Executive Officer (CEO) has signed the 'Time to Change' pledge, along with the CWU National Health, Safety & Environment Officer Dave Joyce publicly committing RMGs intentions and has recommitted to this annually for the last two years. Moya Green also supports the 'Heads Together Campaign' and our charity partners for the next three years (2017 to 2020) have been confirmed as Action for Children (the primary partner), Mind and Mental Health UK. RMG is committed to supporting MH with a five-year strategy led by the Occupational Health (OH) and Wellbeing Team in United Kingdom Parcels, International and Letters and sponsored by Dr Shaun Davis, Global Director of Safety, Health, Wellbeing and Sustainability. The strategy is benchmarked against external models, for example Business in the Community (BITC) and our charity partners, to improve the lives of those affected by MH conditions. Preventative action and early intervention are the most effective ways to support MH. Many people remain in work whilst experiencing MH conditions, studies suggest this has a positive effect in most cases and so awareness and support are vital. Working with Corporate Social Responsibility (CSR) the focus will combine both Group programmes and local activity to include leading on and piloting activity and programmes to support healthy minds.