

Helping us all Thrive

The wellbeing support available to our colleagues.

We want to create a culture in which we can all thrive and fulfil our potential. To be at our best, we need to look after our physical health, financial and mental wellbeing.

Investing in our wellbeing now will pay off in the long term, not just at work but in our lives at home too.

That's why we offer a range of wellbeing support to all Quilter colleagues:

For UK based colleagues

1 Supporting
your mental
health



2 Supporting
your physical
health



3 Financial
wellbeing



4 Community
belonging



Quilter

Supporting your
mental health

Supporting your
physical health

Financial
wellbeing

Community
belonging

1 Supporting your mental health

We encourage colleagues to speak openly about their own mental health experiences. We want our culture to be one in which everyone feels supported.

When you find life tough, you can get support from:



- ▶ Our team of certified **wellbeing champions**.
- ▶ **Paid time off** for medical, dental appointments and therapy.
- ▶ Self-referred **psychology/psychotherapy** with One Bright via PMI.
- ▶ Access to the '**Thrive**' mental wellbeing app which gives you personalised guidance and support.



- ▶ Access to helpful information, videos, advice, tools and guidance through **Aviva**.
- ▶ Access to a **24/7 counselling helpline**.
- ▶ Access to **mental health consultations** (*perm colleagues only*).
- ▶ Life events assistance programme offering a range of services including confidential counselling, legal and medical support, with help in areas such as bereavement, family issues, stress, and anxiety.



- ▶ **Colleague-led wellbeing initiatives**, covering a variety of topics to help colleagues through difficult times and to promote ongoing wellbeing.

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2 Supporting your physical health

We've all heard the saying 'a healthy body means a healthy mind' and it's true; being physically healthy boosts mental wellness.

To support your physical health, we offer the following benefits:



- ▶ Support for people transitioning through **menopause and all gynaecological conditions**. For colleagues who **choose to have private medical insurance**, this includes a £500 a cash reimbursement toward consultations with a specialist, diagnostic tests and hormone therapy treatments and bone density screening.
- ▶ **Men's health benefit** for colleagues who choose to have private medical insurance. This covers conditions such as bladder and prostate problems, and includes consultations, diagnostic tests, vasectomy and more.
- ▶ Access to a UK-based GP anytime you need to (24/7), from your own home and with no usage limitations.
- ▶ **Dental** insurance.
- ▶ **Flu vaccination** offered to all colleagues every year.
- ▶ Access to **free eye tests** on a bi-annual basis, with a company contribution available where glasses are prescribed for use with Display Screen Equipment (DSE) only.
- ▶ Cancer care support services with **Aviva**.
- ▶ Permanent colleagues also get the access to the following specialists through our partnership with **Aviva Digicare+**.
 - Digital GP
 - Nutritional consultants
 - Second medical opinion
 - Annual health check

Continued overleaf

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2 Supporting your physical health continued

We've all heard the saying 'a healthy body means a healthy mind' and it's true; being physically healthy boosts mental wellness.

To support your physical health, we offer the following benefits:



- ▶ Discounted **gym membership**.
 - ▶ **Cycling to work scheme** – you can buy a bike at a discounted rate and spread the payments to make it more affordable.
 - ▶ Access to a custom get fit programme, stop smoking and diet/nutritional advice.
 - ▶ Support for you and your family to **get active and stay healthy** - with discounts for online workouts and more than 3,000 health and fitness clubs nationwide. You can also enjoy a variety of discounted products and services.
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- ▶ **Holiday trading** – the ability to buy and sell annual leave to provide you with extra flexibility when you might need it most.
- ▶ Enhanced periods of **paid leave** to support you during times of change (for example: bereavement and parental leave).
- ▶ **6 months paid phased return** when returning from maternity, adoption or shared parental leave to facilitate your transition/return to work.

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3 Financial wellbeing

We want you to feel secure and in control of your financial wellbeing; knowing you can pay the bills today and deal with the unexpected tomorrow, can support a healthy financial future.

To support your financial wellbeing, we offer you:



- ▶ A **free initial consultation** with a Quilter Financial Adviser. UK based colleagues and their families can then access ongoing advice with at a discounted rate. This is part of the Quilter **Financial Education and Advice Programme**.
 - ▶ Access to a **range of resources** to help you manage your money better, covering topics such as dealing with debt, saving money, and keeping your finances safe online.
 - ▶ Access to financial and legal support: Guidance from a specialist on a range of issues, from budgeting tips and financial education to a range of legal issues from property law to consumer disputes.
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- ▶ Access to Quilter products such as ISAs and portfolio management for Quilter colleagues and their families at the best possible terms.
 - ▶ The option to participate in the **company sharesave scheme**, allowing you to potentially purchase Quilter shares at a discounted rate. *(This is not a guaranteed benefit.)*
 - ▶ A range of financial products, such as critical illness and personal accident insurance.
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- ▶ Perks at work – offering **discounts for sustainable living**. Take advantage of hundreds of fantastic discounts and cash back offers from popular retailers with instant vouchers, reloadable cards, cashback, and special deals.

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4 Community belonging

Sharing, developing and sustaining meaningful relationships with others at work, at home, or in the wider society can have a positive effect on us. Feeling like you are ‘giving back’ and doing good provides a sense of connectedness and belonging.



You may benefit from joining:

- ▶ our **colleague-led** networks, which includes the Inclusion & Diversity forum.
- ▶ the Menopause support group.



You can also use:

- ▶ the **Wellbeing Rooms** in our London and Southampton offices.
- ▶ the **Multifaith Prayer** Rooms in our London and Southampton offices.



Get actively involved by:

- ▶ **Volunteering:** All permanent employees based in the UK are entitled to one day paid time off a year to volunteer at a charity or community group.
- ▶ Supporting **The Quilter Foundation** or your favourite charity via **Payroll**.
- ▶ **Charity fundraising:** To help boost charity fundraising and support good causes, Quilter offers a ‘match funding’ scheme to help your fundraising efforts go further.
- ▶ Joining us at the **Southampton Pride march** every year, which we sponsor. It’s an uplifting day which everyone is welcome along to.
- ▶ Nominate your favourite charity for a grant of up to £10k from The Quilter Foundation **Local Community Fund**. These are selected every quarter by our colleague-led community investment forum.