

# Employee Wellbeing Guide

At Stannp Ltd, we believe that supporting our people's wellbeing is fundamental to creating a thriving workplace. We've built a comprehensive support framework that recognises everyone's individual needs and circumstances.

Our employees have access to an Employee Assistance Programme through our life assurance scheme, alongside trained Mental Health First Aiders who provide confidential support when it's needed most. We've also curated resources connecting our team with regional mental health services.

Understanding that work-life balance looks different for everyone, we offer flexible working arrangements including hybrid, remote, and part-time options, with all employees entitled to request flexible working from day one.

We're particularly proud of our inclusive approach to life stages, including dedicated menopause support that encourages open conversations and reasonable adjustments. Central to everything we do is our value of 'being genuine' – we celebrate differences, champion diversity, and actively encourage our employees to bring their authentic selves to work every day. Because when our people feel supported, valued, and able to be themselves, everyone benefits.

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