

# PROMOTE HEALTH AND WELL-BEING

**Company name :** Banque Havilland S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

Promote health and well-being for all employees

## Context

Promoting health and wellbeing in the workplace has several benefits for the individual and for the business. Making sure our employees are happier and healthier will result in fewer absences because of sickness or burnout.

## Objectives

- Increase productivity and motivation: being more physically and mentally healthy will allow employees to perform better. This will make them more efficient and focused.
- Bring teams together and build morale: engaging in allows team members to connect, both in and outside of work. This builds camaraderie.
- Improve psychological wellbeing: which can result in a reduction in workplace stress and associated absence, as well as more positive feelings about work.
- Better customer outcomes: healthier, happier staff are likely to offer better customer experiences.

## Approach

- 9 Healthy breakfast workshops organized with Food'Vitalité – the participants could prepare the recipe on spot and enjoy it immediately
- A football team which participated in the Loft Corporate League football championship, a football competition with 26 teams from Luxembourg companies
- Weekly walks between 5km and 10km to support different charities

## Impact

Promoting health and wellness is essential to employees' health, so we will continue to organize different events

## « To do »

Monitor the long term sickness cases and try to understand the cause, regular meetings with the Line Managers to understand if there is too much workload in their respective department, encourage the employees to come and address any well-being related concerns to HR and/or to their Line Manager

## « Not to do »

Overlook the factors that can generate stress, sickness, burnout

