

WELLBEING AT WORK

Company name : Silver Holdings S.A.

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Silver Holdings is supporting the wellbeing at work by three dimensions:

- Flexibility with the remote working Policy with the possibility to work 2 days per week from home and 10 days per year from anywhere.

Health at work

- Fitness room at the office available to all our employees every working day

Sport courses (Yoga and Cross Fit) offered on a weekly basis in the Fitness room

- Weekly fruit basket for all employees

- Social Events

Monthly breakfasts for all employees during working hours to ensure all employees are in the office

Family Fun day where employees and their family and friends are invited. Barbecue and kids activities are organised.

Context

Silver Holdings employs a team of highly qualified professionals, coming from around 20 different countries, working in a collaborative environment that embodies our cultural values.

Objectives

Promoting a healthy lifestyle of our employees and offering sport activities.

Bring employees together, make them feel part of the team regardless of their gender, nationality, department, religion, position, etc.

Approach

Remote working Policy has been implemented in 2022.

Fitness room has been implemented by the Facility Team in 2021. All employees have access through their badges and classes are proposed. The classes have been selected by the employees via a survey, the yoga class being more ladies inclusive but is also open for men. The cross fit is popular for both genders.

Monthly Breakfasts, Family Fun Day are organised by the Event Steering Group (ESG). Survey are sent to all employees to get their input regarding their preferences and feedbacks. The ESG make sure that the majority of the employees can attend the event before confirmation. Monthly breakfasts are organised during working hours on the days and at a time where most of the employees are in the office. Themes are proposed for those breakfast such as Nationality where the dishes proposed are from a specific country. The employees from those nationalities can also bring their cakes, etc. to share their food specialities with the colleagues.

We encourage employees to bring friends to the Family Fun Day in order to not feel discriminate if they don't have children. Children and Adults activities are proposed.

Impact

Positive feedback of all employees, who define SH as a great place to work
Employees don't feel discriminate, we take all their comments into account to input a new process / activities in place.
The Inclusion is visible at all levels: gender, familial situation, nationalities.
Remote working Policy supports the worklife balance of our employees.

« To do »

No difference are made between the employees. Consider everyone and include everyone in the discussion, organization via surveys (i.e. the Event Steering Group is composed from employees from different departments and grades).
During the events activities, all employees should be mixed and not stay within their teams.

« Not to do »

Make a difference between employees / grades.
Create groups, teams (during events) with employees from the same department.
Put employees aside by proposing always the same type of activities.