



Wellbeing Policy

Vacuum Technique

At Vacuum Technique, we wish to promote the well-being of our employees, and build a workplace culture that positively encourages employees to actively consider their overall health and well-being. As such, we have created a framework which outlines our strategy for facilitating the well-being of our employees. We believe that there are four elements to well-being: physical, mental, social, and purpose, and that all require our attention in order to generate overall well-being.

Our commitment is to support employee well-being through regular programs focusing on health initiatives, communications and training on health-related topics. We aim to provide employees with advice and support to help prevent illness, contribute to wellbeing and promote personal responsibility for one's health.

This framework sits under the People objectives in HR. It's owned by HR and is supported by SHE. The HR teams have primary responsibility for developing local health & well-being programs which provide opportunities for everyone to get involved in health and well-being activities covering the four focus areas below and to have access to relevant information about living a healthier life.

	 Physical health	 Mental wellbeing	 Social connectedness	 Sense of Purpose
Description	Acknowledging the importance of activity, nutrition and sleep	Understanding and navigating our thoughts, emotions & mindset	Feeling connection to, belonging with and support from others	Having a sense of purpose and meaning in life
Components	<ul style="list-style-type: none"> ■ Nutrition ■ Activity ■ Biorhythm ■ Recovery 	<ul style="list-style-type: none"> ■ Mental fitness ■ Confidence & self-esteem ■ Positive mindset ■ Managing pressure 	<ul style="list-style-type: none"> ■ Relationships ■ Belonging ■ Teamwork ■ Supportive culture 	<ul style="list-style-type: none"> ■ Personal purpose ■ Connection to work ■ Growth & development ■ Contribution to society

Geert Follens
 President Vacuum Technique
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