



# We are passionate about the health of all humans







## We believe in values led leadership

#### Organizational Commitment & Leadership Engagement



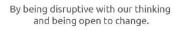
# **OUR VALUES IN ACTION**



#### Team Member

By being proud to be part of our H&H team and motivated to drive our success through our actions.

> By keeping our consumers our priority and sharing new ideas.



By taking personal responsibility and finding creative solutions to challenges.

By being honest and respectful when communicating and reliable in our actions.

> By taking the initiative to find ways to grow and improve.

By understanding our H&H mission, values and business strategy.

By using H&H communication channels to stay informed and connected with business.

By being involved in H&H wellness initiatives and knowing our sustainability commitments.

By sharing our successes and bringing a positive attitude to work.



#### People Leader

By being proud to be part of our H&H team and keeping our teams focused on delivering successful outcomes.

By driving a consumer centric focus in our team and sharing initiatives that drive success.

By inspiring our teams to be disruptive in thinking and open to change.

By taking accountability for our team's performance and delivering creative solutions to challenges.

By enabling honest and respectful communication and building teams that do what they've committed to.

By proactively developing and empowering our teams.

By inspiring our teams through reinforcing our H&H mission, values and business strategy.

By using H&H communication channels to work efficiently with local and global teams.

By encouraging team to participate in H&H wellness initiatives and contributing to our sustainability commitments.

By recognising and sharing wins and being a positive role model for our teams.



#### **Business Leader**

By being proud ambassadors of H&H and always thinking like business owners.

By having a relentless consumer focus and seizing opportunities to grow the H&H business.

> By driving a culture of disruption and agility at H&H.

By owning our results and driving innovative solutions to business challenges.

By communicating openly and honestly and doing what we say we will.

By building our people's capability and actively empowering them to be successful.

By regularly communicating our H&H mission, values, business strategy and performance across the Group.

By using H&H communication channels effectively to inform and collaborate with global partners.

By making business decisions aligned to our sustainability commitments and supporting H&H wellness programs.

By celebrating H&H successes and being a positive role model for our values and culture.



PASSION Dedicated

Proactive

BRAVE Thinking big and different

Courageous





# **We Celebrate Life Every Day**

Organizational Commitment & Leadership Engagement





# Safety is our priority



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#### How we measure our impact and success



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#### **HEALTH & SAFETY**

Hazards identified, hazards controlled by controls and Total Recordable Injury Frequency Rate



#### WHOLE PERSON WELLNESS

Participation in programs, access of Mindstar, self reported H&H status



#### PEOPLE METRICS

Sick leave, retention, productivity, gender representation and leave balances



#### **ENGAGEMENT**

Quarterly pulse checks and annual full – belonging, purpose, feedback, recognition and enablement

### Programs for all our teams



Worker involvement



The leadership Collective





EMBRACE THE CHALLENGE,

**UNLEASH YOUR POTENTIAL...** 

**BRING YOUR A-GAME!** 







# Reward and recognition

Worker involvement





My Reward
То:
Enjoy this reward because
From:
To redeem; please see your local reception or people team.
H&H Group inspiring wellness

### Gratitude attitude.

Worker involvement.





#### **Gratitude Attitude**

Worker involvement





# **Positive business practices**



Business ethics and social responsibility



#### Positive business practices

Business ethics and social responsibility









DEVELOPED THE INTERNAL CODE OF CONDUCT



US\$347K INVESTED
IN EMPLOYEE
WELLBEING



COMMUNITY
PROGRAMS REACHED
211,425 PEOPLE

LAUNCHED THE
GLOBAL HEALTH
AND SAFETY POLICY

72%
OF OUR TEAM MEMBERS
FELT THEY HAD FLEXIBLE
WORKING ARRANGEMENTS
AVAILABLE TO THEM

# **Our Whole Person Wellness philosophy**



Organizational Commitment & Leadership Engagement







#### **Our Wellness Pillars – Movement**

# Swisse



#### **Our Wellness Pillars – Mind Health**





#### **Our Wellness Pillars – Mind Health**

# Swisse



#### **Our Wellness Pillars – Nutrition**





### Creating belonging.







#### **Assess. Prioritise. Evaluate.**

#### Continual improvement and systematic process





#### **Physical**

Health & Safety audits and risk assessments

#### **Psychosocial**

Team Insights surveys

# Community impact

Annual Sustainability Report commitment tracking



#### **Physical**

Leadership development to drive accountability of H&S

#### **Psychosocial**

Mental Health programs and support resources

# Community impact

Community outreach program and increasing team involvement



Annual plan is evaluated monthly – track progress of key projects, deliverables and metrics.

Structured review quarterly covers above and plan is updated for changing deliverables.

Strategy reviewed annually.

#### **Expert input.**



Continual improvement and systematic process















# Our Healthy Workplace future.

Swisse

Sustainability and integration



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Swisse

Sustainability and integration



