

# Well-being@EDP

Prioritizing Emotional Well-being on a Global Scale

[Carla Barros](#)



14.06.2023

Have you stopped to think about how you are feeling?  
Take 2 minutes out of your day to answer our questions  
and discover your current state of well-being.

This questionnaire evaluates 5 aspects of your well-being, as it is today, in accordance  
with EDP's holistic well-being concept.



## Professional

Linked to a positive work experience that results in satisfaction, pride and value,  
as well as the ability to develop or refine new skills.



Discover your well-being level >



slido



Have you stopped to think about how you are feeling?

① Start presenting to display the poll results on this slide.

## Our Well-being Strategy

# Our People are the heart of our purpose, being their well-being a priority for us

### well-being emotional

Support our employees to better navigate the ups and downs of life, understand one's emotions and regulate them.

Belonging

Gratitude

Resilience

Purpose

### well-being physical

Support our employees on building a healthy lifestyle in order to complete daily tasks without undue fatigue or physical stress

Nutrition

Sleep

Movement

Energy

### well-being social

Enable meaningful connections and providing opportunities to create a positive impact on the environment and the community around us.

Community

Family

Colleagues

Friends

### well-being professional

Provide our employees, a positive work experience that results in fulfillment, pride and value. Developing or refining new skills and abilities

Flex Work

Development

Recognition

Performance

### well-being financial

Support our employees managing their financial life in the present, while preparing for the future and responding to unexpected events

Planning

Protection

Sustainability

Preparation

## Our Well-being Strategy

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**well-**  
emotional **being**

Support our employees to better navigate the ups and downs of life, understand one's emotions and regulate them.

Belonging

Gratitude

Resilience

Purpose

### Mental Health

Mental health refers to a person's overall psychological well-being and the state of their mental and emotional functioning.

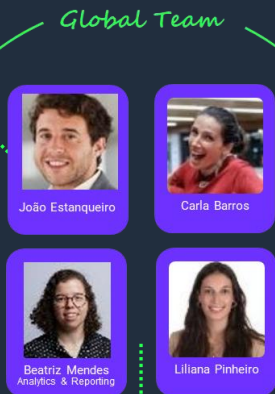
## KNOW THE TEAM

# A global governance to align with the Well-being Practice Community & relevant stakeholders



### Global Team

- Leads Implementation of EDP's Well-being strategy
- Leads efr Global Certification
- Leads Global commitments



### SPONSORS CEO & Head of P&O

- Support and complement the management approach in the implementation, maintenance and development of actions underlying the efr certification
- Collect, analyze and report efr indicators
- Align a Global Communication Plan

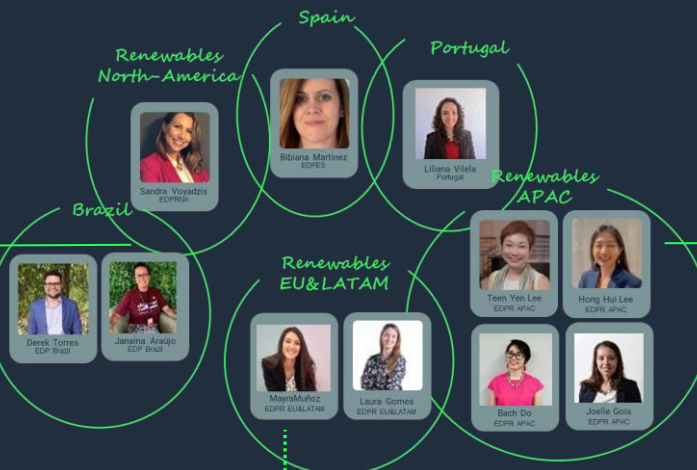


### Responsibilities

Encourage & support well-being culture, acting as the 1st and main global well-being influencer

### Rhythm & Interactions

Annual – Balance



### EMPLOYEES

### Responsibilities

Self-assess individual well-being, take actions and seek offer that fits with their needs, giving feedback for a continuous improvement on well-being culture

### Responsibilities

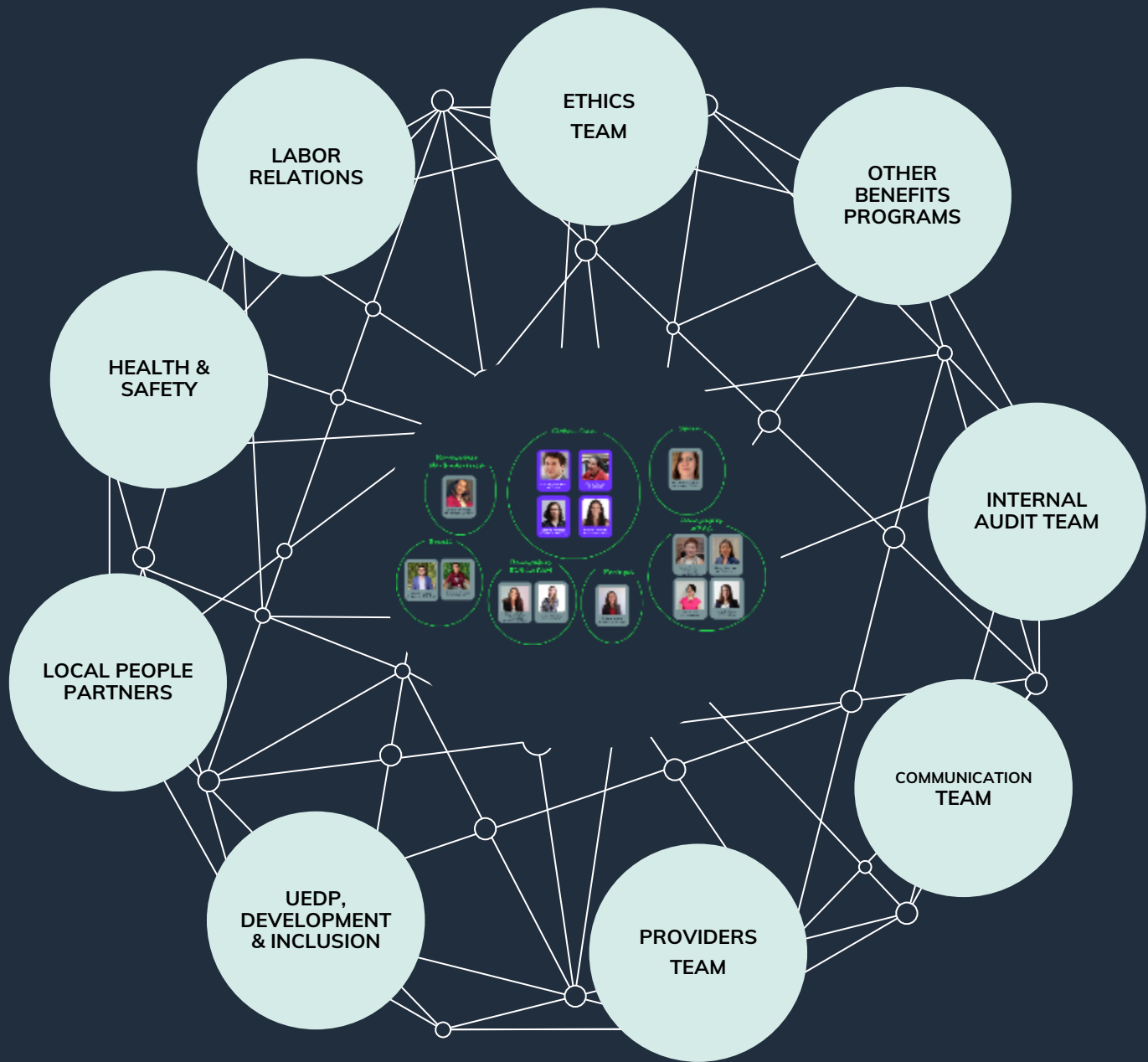
- Help shape well-being strategy & identify focus areas
- Adapt global guidelines to local challenges
- Manage local integration
- Local Report & Local Communication
- Align with local stakeholders (communication, labor relations, providers, employees..)

### Rhythm & Interactions

- Monthly – Alignment & Implement Global Certification
- Annually – Report
- Annually – Global Campaigns

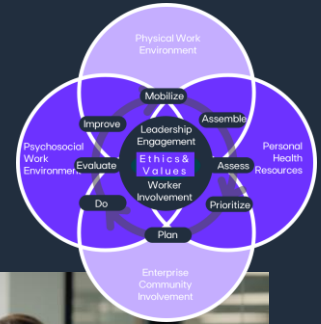
KNOW THE TEAM

A global governance to align with the Well-being Practice Community & relevant stakeholders



# Emotional well-being

Attitudes and reactions to daily events, the ability to navigate the ups and downs of life by understanding one's own emotions and regulating them.



mindyour  
mind

## MIND YOUR MIND

A program with a set of initiatives worldwide raising awareness to mental health, emphasizing the importance of adopting preventive behaviors and ensuring support responses



## HELP AND SUPPORT LINES

EDP provides psychological support | Global "Speak Up" channel to report violations to the Code of Ethics, law regulations, internal policies or others.



[Miguel Stilwell de Andrade](#), CEO

## Golden Rule

Set standards for the non-negotiable parts of your life, they will guide you through hard times when decision-making is difficult.

well-  
emotional being



## EMOTIONAL UPSKILL

**Leadship Upskill** – MindYourTeam / Psychological Safety Accelerators / Wellbeing and Resilience

**Individual Upskill** – Well-being Retreat / Clinic | The Future is Mental / Ethical culture in business | The importance of Psychological Safety

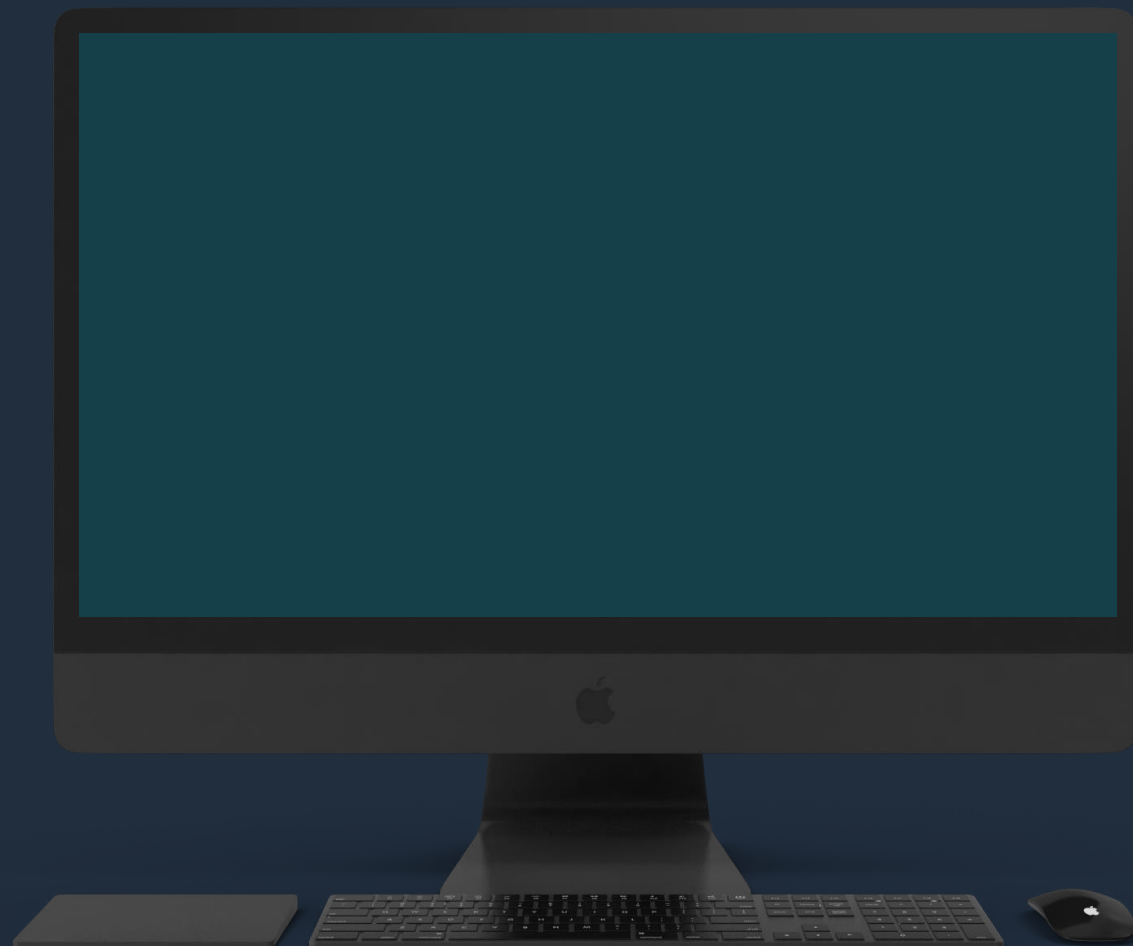


# MIND YOUR MIND

Although well-being is addressed throughout the year, in October we highlighted the mental health topic more clearly on the organization's agenda through the 'Mind your mind' campaign.

**MIND YOUR MIND** as a way of raising **mental health awareness** and demystifying the **stigma** of mental health, **promoting psychological safety** in the workplace through a series of **initiatives** and **challenges** for EDP employees.

In 2022, the different initiatives had **psychological safety** as their main theme.



# MIND YOUR MIND

Although well-being is addressed throughout the year, in October we highlighted the mental health topic more clearly on the organization's agenda through the 'Mind your mind' campaign.

1. **Encourage healthy behaviors** through awareness campaigns and mindfulness sessions



2. **Reinforce EDP leaders' accountability** with training & key messages in specific forums



3. **Simplify and clarify** our well-being offer and support lines



## GLOBAL Ethics Talk

"Ethical culture in business | The importance of Psychological Safety", Amy Edmonton

19<sup>th</sup> October

2:30 pm (GMT+1)



# EMOTIONAL UPSKILL

Process of developing and enhancing one's emotional intelligence and emotional well-being. It involves acquiring and honing skills and competencies related to recognizing, understanding, and effectively managing emotions in oneself and others.

## Well-being Week – June

Promote **self-awareness** and other **behaviors** that drive a healthy and balanced work experience.

**Communicate and clarify the well-being offer** already available



GLOBAL  
WELLNESS  
DAY®

Associated with the [Global Wellness Day Movement](#)

# EMOTIONAL UPSKILL

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Our strategy

## People narrative

# Our heart

Our people are at the heart of our strategy and their wellbeing – alongside with safety and belonging – is our constant priority

### Our heart

Highlights our people and their key role in delivering our commitment to our clients, partners and communities

#### Self-awareness

Collaboration

Mindfulness

Open-mindedness





# EMOTIONAL UPSKILL

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## Golden Rule

Set standards for the non-negotiable parts of your life, they will guide you through hard times when decision-making is difficult.



## Golden Rule

Take regular breaks, stay active, and make conscious and healthy meal choices.



## Golden Rule

Enjoy your free time, spend time with your family and friends, and invest in social activities (e.g., volunteering).



## Golden Rule

Plan your week ahead, limit the number and length of meetings, and set aside time to focus on a given task or activity.



## Golden Rule

Improve your financial literacy and plan according to your personal goals.



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## Global Talk



## Workshops for Managers Wellbeing and Resilience

20<sup>th</sup> June – 7<sup>th</sup> July

## Experience for Teams Well-being Retreat – Portugal

28<sup>th</sup> June – 1<sup>st</sup> July  
\*Portugal only

### Guests:

**Andrea Ripon**  
Person-centred Psychotherapist



**Tom Oxley**  
Workplace mental health expert  
Bamboo Mental Health



Specialists in Personal Development,  
Emotional Intelligence, Interpersonal  
Relationships, Life/Work Integration, Mental  
Health Strategies

Well-being begins within us by practicing **self-awareness**.

By knowing who we are, our patterns, the impact of our past experiences and of our childhood memories, we can make more **conscious decisions**.

How can **we stop being hostages** of what happened to us and to those around us?

**Global Well-being Upskill for Leadership** – Wellbeing and Resilience. The course had the following structure:

- Session 1: Stress, Rest and Digital Minimalism
- Session 2: Emotions and Awareness
- Session 3: Empathy & Compassion



We are each accountable for a healthy work culture,  
leading by example,  
focusing our energy & heart to drive our purpose,  
by being #mindful, #open-minded and #self-aware.



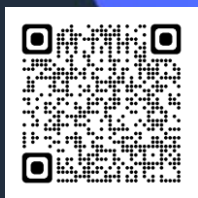






The background of the slide features a series of concentric circles in shades of purple, blue, and green, creating a tunnel-like effect. In the center, the letters 'edp' are written in a white, lowercase, sans-serif font.

edp



<https://www.edp.com/en/people/well-being-and-benefits>

