

WELLBEING & MENTAL HEALTH POLICY

23.07.2023



Coros is committed to fostering, cultivating and preserving a culture that fully integrates all aspects of wellbeing to create a positive work environment.

Our human capital is the most valuable asset we have. Therefore, we don't see our efforts to look after our employees not only to retain talent, but also to take responsibility for their wellbeing.

For this purpose, all employees of Coros are familiarized with this policy during their onboarding process, as well as in half-yearly feedback talks with their supervising manager.

1. Purpose

The policy acknowledges the importance of providing a workplace that addresses the health and wellbeing of its employees. The policy and ensuing activities represent our commitment to a healthy and effective workforce.

Coros recognizes that addressing Health and Wellbeing can lead to healthier and happier employees and that safeguarding employee health and wellbeing is an important part of our organizational culture and identity.

This policy will address our workplace culture, day to day practices, increased access to health initiatives and the creation of an environment that supports and encourages healthy choices every day.

2. Evidence Statement

The health of employees can benefit from workplace supported health and wellbeing initiatives.

Increased education and access to health information can improve health outcomes for individuals, particularly when the workplace environment, culture and practices make healthy choices the easy choice.

Well planned initiatives that are tailored to the needs of the workplace don't need to be expensive or resource intensive and can:

- > Improve morale and job satisfaction.
- > Engage a workforce that is committed to their organisation.
- > Reduce absenteeism and increase productivity.
- > Reduce injury and accelerate return to work; and
- > Enhance recruitment and retention.

3. Principles

When applying this policy, Coros will follow the following principles:

- > Recognise that health is more than just the absence of illness and injury
- > Supportive and engaging work has benefits for individuals, families and wider society, beyond chronic disease risk reduction.

WELLBEING & MENTAL HEALTH POLICY

23.07.2023

- > Recognise that the workplace culture and environment contribute significantly to individuals' ability to make healthy lifestyle choices, including emotional wellbeing (such as quiet zones in all our offices)
- > Leadership is committed to providing all employees with a safe, healthy and supportive environment in which to work
- > Leadership is well positioned and will act as advocates and role models of workplace health and wellbeing
- > Commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged

4. Policy Objectives

The following objectives have been established to contribute to the health and wellbeing of employees.

- > To provide access to healthy food choices through foods offered in the workplace and an environment that supports consumption of foods bought from home
- > To support employees to participate in regular physical activity and reduce sedentary practices through promotion, education and access to physical activity and movement opportunities
- > To support and promote employee wellbeing through work practices, a positive culture and leadership.

5. Responsibilities

Employees have a responsibility to:

- > Understand this policy and seek clarification from management where required
- > Consider this policy while completing work-related duties and at any time while representing Coros
- > Support fellow employees in their awareness of this policy and ensuing activities
- > Support and contribute to the aim of Coros of providing a safe, healthy and supportive environment for all employees
- > Seek opportunities for involvement and advancement of ideas and planning where able and willing.

6. Scope

This Policy:

- > Applies to all employees at Coros
- > Will endeavour to provide equal participation opportunities for all employees, including part time and temporary employees.

WELLBEING & MENTAL HEALTH POLICY

23.07.2023

7. Related Policy Procedures

The following measurements (which are communicated within the onboarding process as well as in yearly news reminders) support this policy:

- o Company Sports programme: All employees of Coros do have the possibility to get a membership within Urban Sports Club, which is 80% covered by Coros. Urban Sports Club provides a broad variety for implementing sports flexible into our employees worklife, as they are able to choose out of 50+ different sports in different cities.
- o Coros offices are modern and contemporary working environments with retreats for concentrated work, areas for communication and teamwork. This environment includes ergonomic workstations, acoustic concepts and room air meters.

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