



## Wellbeing Policy





### Vacuum Technique

We, Vacuum Technique, wish to promote the wellbeing of our employees, and build a workplace culture that positively encourages employees to actively consider their all-round health and wellbeing. As such, we have created wellbeing goals and a framework which to facilitate the wellbeing of our employees.

**Our wellbeing goals:**

Focus	Goal	How
Resource	To provide Wellbeing support to all our colleagues regardless of where and how they work	<ul style="list-style-type: none"><li>• We provide</li><li>• We educate</li><li>• We communicate</li><li>• We increase awareness of Employee Assistance Programme, Occupational Health and other wellbeing initiatives</li></ul>
Individual	To inspire our colleagues to take ownership for their own wellbeing so they can thrive and contribute	<ul style="list-style-type: none"><li>• We will take responsibility and utilise support and resources provided by VT to strengthenand maintain our own wellbeing</li><li>• We will provide feedback and ideas to managers</li></ul>
Culture	To embed Wellbeing practices into how we work and collaborate every day	<ul style="list-style-type: none"><li>• We make wellbeing part of our day to day</li><li>• We support each other</li><li>• We will improve how we measure success and areas for improvement</li><li>• We will listen to and take action on our Insight feedback</li></ul>
Leaders	To support leaders and managers to embed a positive wellbeing culture with their teams and across the Business Area.	<ul style="list-style-type: none"><li>• We have effective managers who manage their own wellbeing</li><li>• We have managers who are engaged and visible when it comes to wellbeing</li><li>• We support our managers and leaders to understand the link between wellbeing and inclusion &amp; belonging, health and safety and performance and development</li><li>• We will support our managers to have the effective wellbeing conversations in their one to one dialogues</li></ul>

We believe that there are four elements to wellbeing - physical, mental, social, and purposeful – that all need focus to generate overall wellbeing. This framework sits under our people objectives. It is owned by our People & Culture teams and supported by SHE. The HR teams have primary responsibility for developing local health & wellbeing programmes. These provide opportunities for everyone to be involved in health and wellbeing activities covering the 4 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"><li>• Nutrition</li><li>• Activity</li><li>• Biorhythm</li><li>• Recovery</li></ul>	<ul style="list-style-type: none"><li>• Mental fitness</li><li>• Confidence &amp; self-esteem</li><li>• Positive mindset</li><li>• Managing pressure</li></ul>	<ul style="list-style-type: none"><li>• Relationships</li><li>• Belonging</li><li>• Teamwork</li><li>• Supportive culture</li></ul>	<ul style="list-style-type: none"><li>• Personal purpose</li><li>• Connection to work</li><li>• Growth &amp; development</li><li>• Contribution to society</li></ul>

Our commitment is to support employee wellbeing, through regular programmes of health promotion 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 take personal responsibility for their health.



**Koen Lauwers**  
President Vacuum Technique, 2025