



Fostering a culture of openness: tackling physical and mental health at work

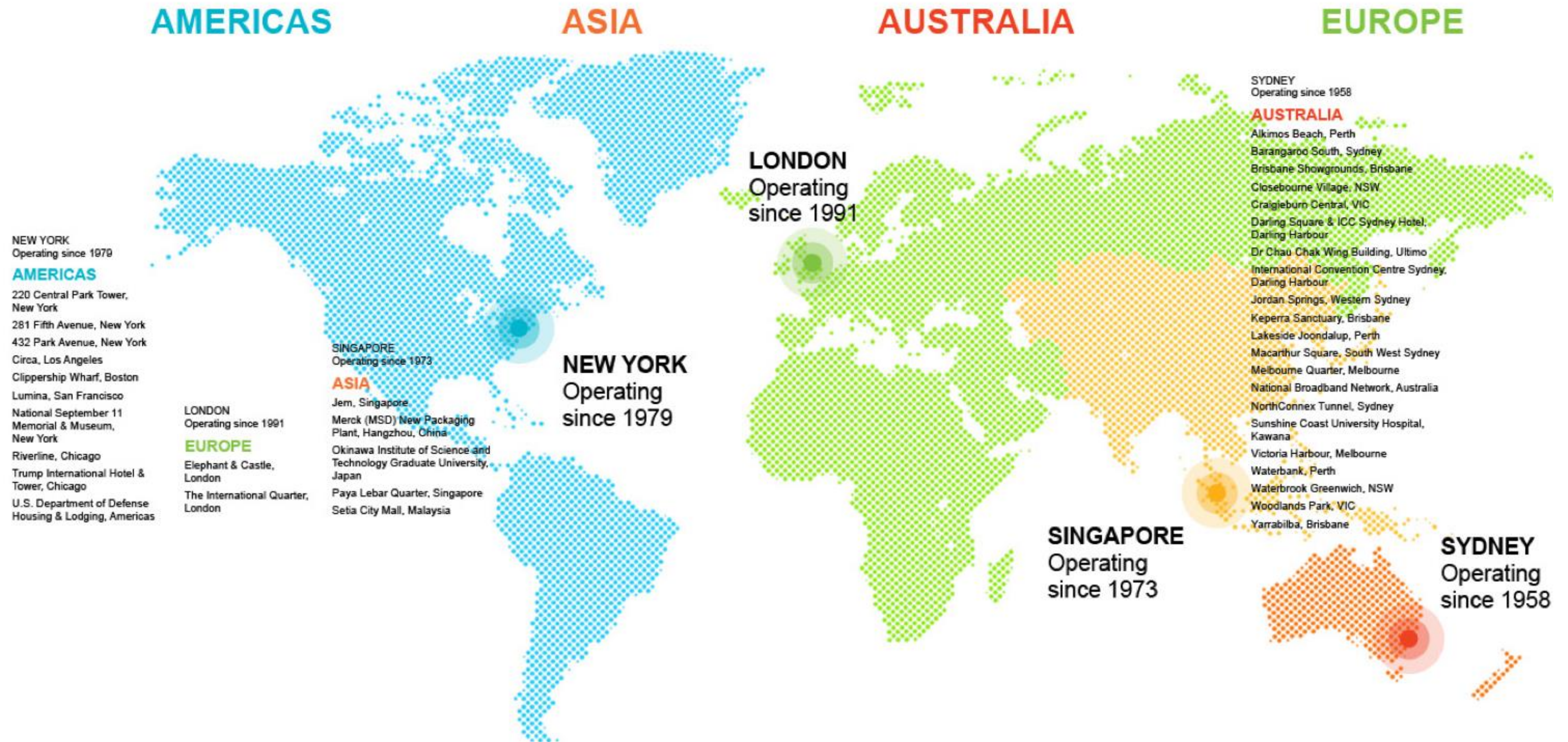
Lisa White

Head of People and Culture, Europe and
Group Head of Organisation Performance



Lendlease is a leading international property and infrastructure group

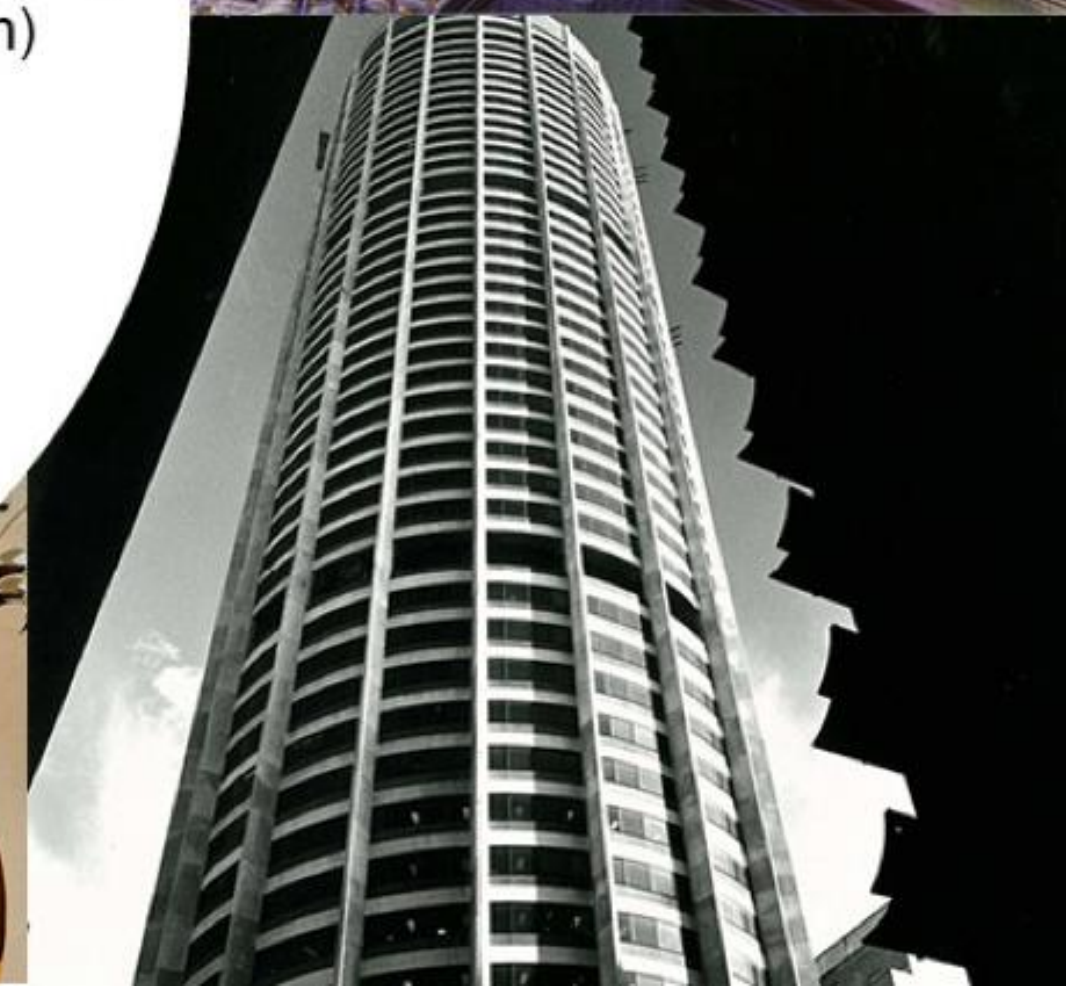
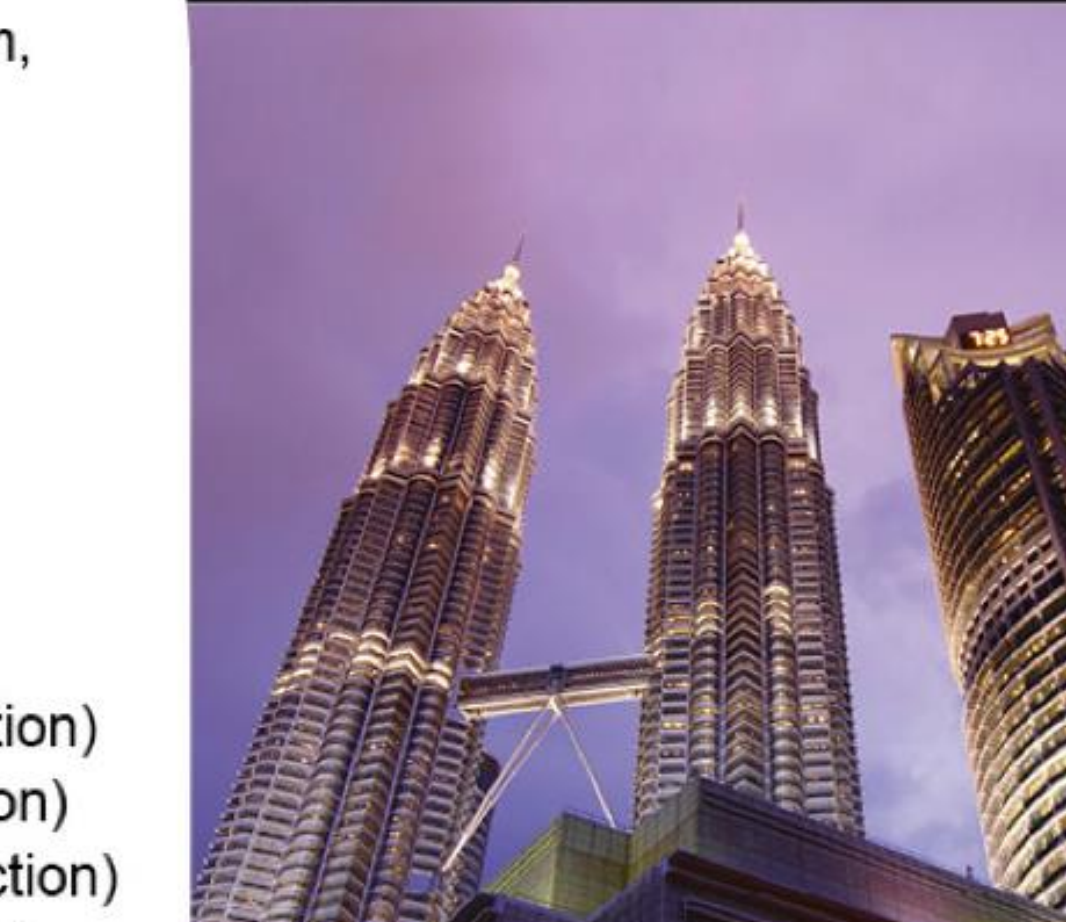
We currently operate in four key regions across 10 countries





Who we are

- Founded in Sydney 1958.
- Headquartered in Sydney, Australia with approximately 12,000 employees around the world.
- Our core capabilities are Development, Construction and Investments.
- We are committed to creating and delivering innovative and sustainable property and infrastructure solutions.
- Our Vision is to ‘create the best places’.



OUR LANDMARK PROJECTS

AMERICAS

National September 11 Memorial & Museum, New York (Construction)
Statue of Liberty, New York (Restoration)

ASIA

Petronas Twin Towers, Malaysia (Project Management)

AUSTRALIA

Australia Square, Sydney (Design & Construction)
Anzac Bridge, Pyrmont (Design & Construction)
Barangaroo South, Sydney (Design & Construction)
Sydney Opera House, Sydney (Construction)

EUROPE

Athletes' Village, London (Design & Construction)
Tate Britain, London (Restoration & Construction)



Health and Wellbeing: Why do we care...?

TAKE YOUR OWN

BUCK



Our lives are becoming increasingly sedentary which is impacting on our health

18%

Only 18% of jobs today involve moderate physical activity. In 1960 it was 48%

4th

Physical inactivity is the 4th largest killer of people globally

We spend one-third of our lives at work

Leading health organisations identify workplaces as a priority setting for health & wellbeing

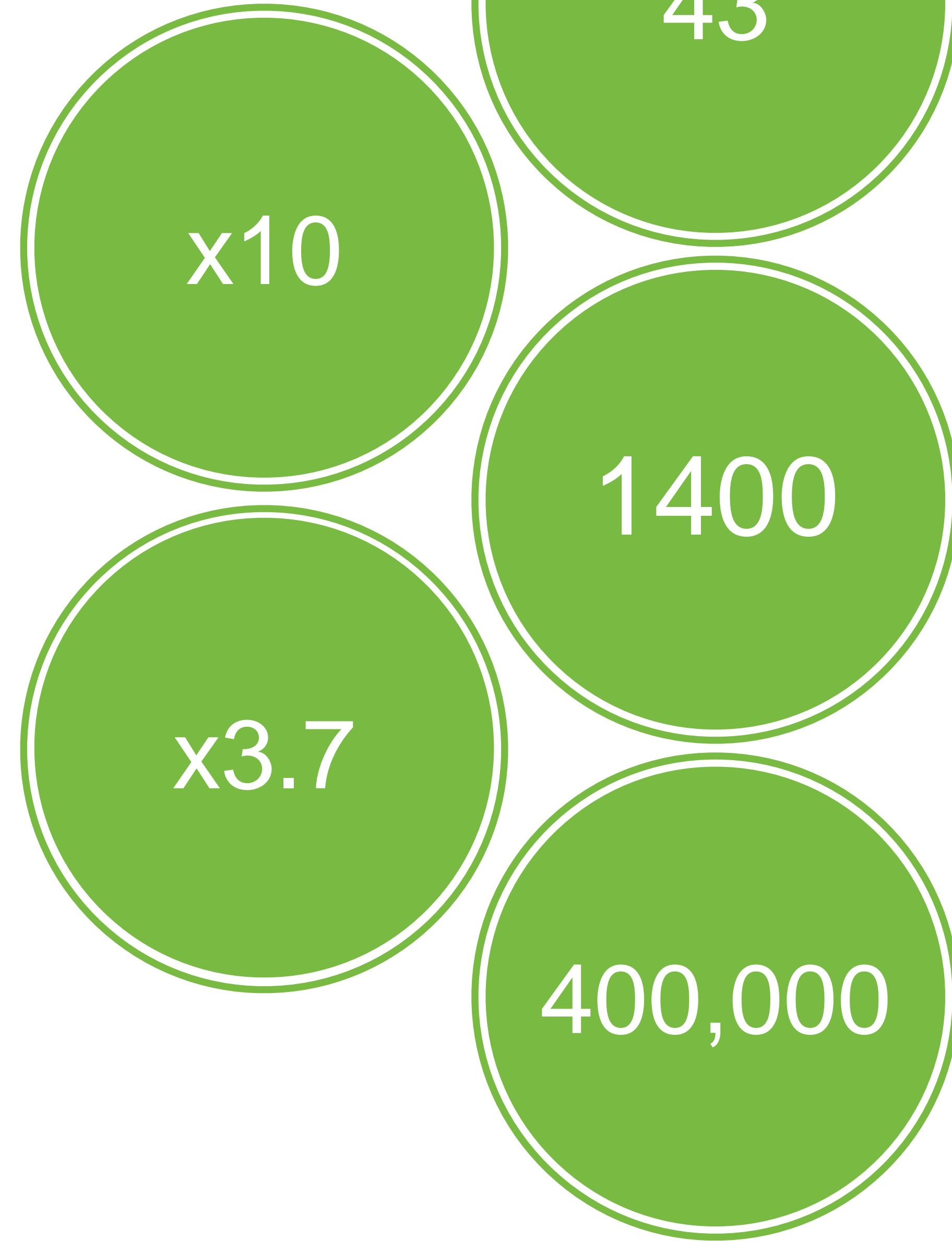
Impact

Approximately 2 million deaths a year are attributed to inactivity. Sedentary lifestyles double the risk of cardiovascular disease, diabetes and increase the risks of cancer, high blood pressure, depression & anxiety

Depression

The leading cause of disability worldwide, and this is a major contributor to the overall global burden of the disease

Our industry



CN Construction News

Don't cry for Carillion. Su and specialists
TOM FITZPATRICK, EDITOR
3 MINUTE READ

COMPANIES PROJECTS MARKETS ANALYSIS DATA BEST PRACTICE EVENTS MORE CAREERS

MIND MATTERS

Shocking mental health stats uncovered in construction survey

7 SEPTEMBER, 2017 | BY LUCY ALDERSON



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IT'S TIME TO TALK: MENTAL HEALTH IN THE CONSTRUCTION INDUSTRY

17 October 2017 12:48





Our approach

Part of our DNA...

“Companies must start justifying their worth to society, with greater emphasis placed on environmental and social impact rather than straight economics”

**Lendlease founder,
Dick Dusseldorp, 1973**



Understanding where we are...



Internally

First Lendlease Global Health Radar Survey issued to all employees

Devised and launched new 2020 Health and Wellbeing Strategy

Second Global Health Radar Survey highlighted improvements in a number of areas from 2013

Launched a number of internal initiatives including a new mental health module for all new employees

Global Health Radar Survey – awaiting latest results

2013

2014

2015

2016

2017

We sign the DoH Public Health Responsibility Deal

Winners of the Construction Industry Training Board (CITB) Pride of Construction Awards

Mind's first Workplace Wellbeing Index – Silver Award (highest ranking construction company)

Externally

Lendlease Health and Wellbeing Framework

Informs peoples choices and behaviour

- Health and Wellbeing framework allows us to care for our people
- Strategically identified **four key areas** to address health and wellbeing
- Aligned to the Lendlease vision **Creating the best places**
- The Framework ensures we are **putting peoples' wellbeing first.**



SUPPORTING
HEALTHIER MINDS



DEVELOPING HEALTHIER
BODIES



BUILDING HEALTHIER
PLACES



CREATING HEALTHIER
CULTURES

Bringing the strategy to life

Evolving our wellbeing portfolio of programmes to address the pillars of the health and wellbeing framework

HWB Pillars



SUPPORTING
HEALTHIER MINDS



DEVELOPING HEALTHIER
BODIES



BUILDING HEALTHIER
PLACES



CREATING HEALTHIER
CULTURES

Initiatives

- Mental Health First Aider (MHFA) course
- MHFA Lite course for all new starters
- Menopause



- Seasonal flu vaccinations
- Skin cancer checks
- Prostate cancer checks
- Breast cancer checks
- BUPA and EAP
- Fitbit
- Flexible Benefits including GymFlex and Cyclescheme

- Agile working with dynamic workplace settings
- Discretionary fruit, healthy snacks and low-GI breakfasts
- Internal staircases
- Indoor planting – using houseplants to improve indoor air quality

- Wellbeing Leave
- Encouraging flexible working
- Wellbeing and Flexibility conversations
- Team effectiveness
- Biennial employee health survey

We haven't done it alone...

We've collaborated with a range of external strategic partners to deliver our programmes



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Our results

Work Health Survey Results 2013 vs. 2015

We've seen **significant improvements** across all 12 factors

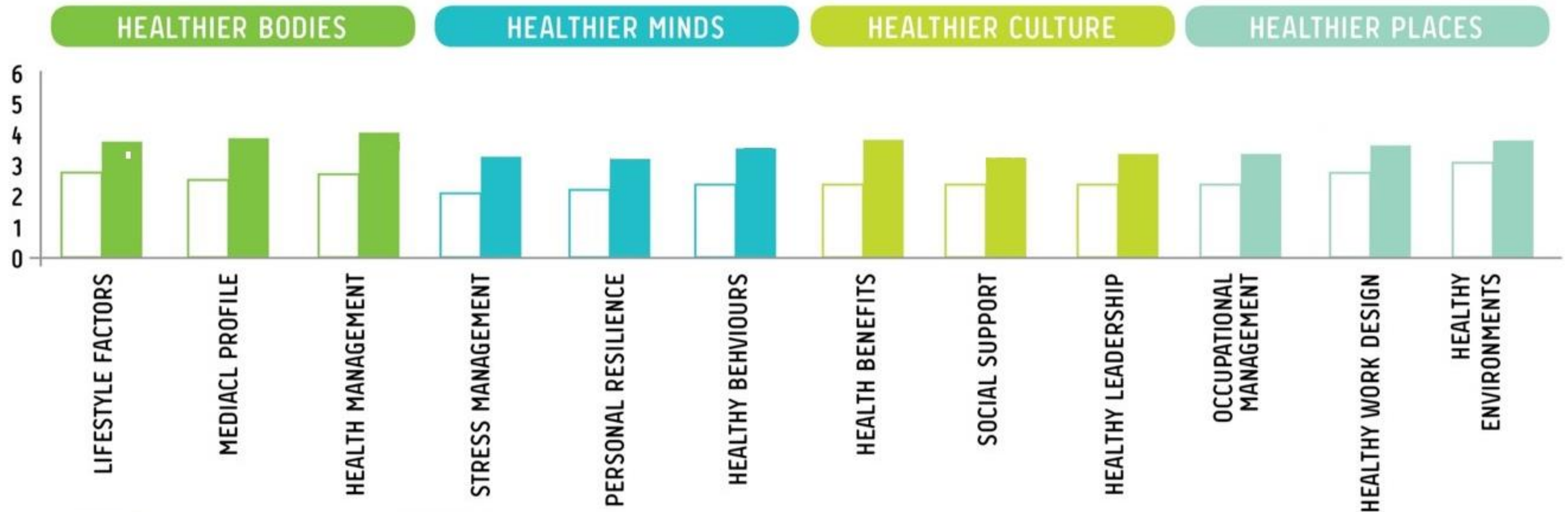
Decrease to 25% of employees not coping with demands of role

54% increase in employees feeling more supported

1.2% reduction risk of workplace stress

43% increase in senior leadership awareness to support personal resilience of employees

8.1% decrease in high risk of depression





Spreading the word

time to change

champion

helping to end mental health discrimination



time to change
helping to end mental health discrimination

04 18 2015

We're pledging
to take action
to reduce mental health
discrimination as part
of Time to Change.

22

www.time-to-change.org.uk

Creating a discussion externally

Through a number of strategic partnerships and sharing best practice via the media and social platforms

Lendlease launches mental health awareness training for staff

By Marianne Calnan 4th February 2016 12:19 pm



Property and infrastructure organisation Lendlease has introduced a mental health awareness training programme for all new employees.

The programme, which is accredited by Mental Health First Aid England, is aimed at helping participants to look after their mental health, relate to others and support those coping with mental ill health.

The first aiders are trained to spot the early signs of mental health problems and to signpost those who require assistance to the appropriate person or support

Lendlease workers to get 4-day health break

Aaron Mooby 2 years ago

Construction Enquirer

Lendlease Europe has taken the plunge on work-life balance to roll out paid-for 'wellbeing days' for its staff to rest and recuperate.



Lendlease Retweeted

WorldGBC @WorldGBC - 14 Dec 2016

.@LendLeaseGroup's Jonathan Emery says the workplace can contribute to enhanced health & create a sense of community bit.ly/2gHmihP



9 6

FINANCIAL REVIEW

New Lendlease HQ breathes healthy

CITYA.M.

A new report commissioned by Lendlease and LCR has revealed that over 50% of workers regularly sit in one place for more than an hour at a time, with more than half doing so every day of their working week. Compounding the issue, the research also found that more than a third of workers eat lunch at their desk - "al desko" - four or more times a week, while a quarter never use the stairs at work at all.

How do we tell the story internally?

A focussed internal communications campaign on Health & Wellbeing, incorporating a number of events throughout the year marking national days



LENLEASE IS A PLACE THAT CARES

Nothing is more important than the safety, health and wellbeing of our people.

Our integrated health and wellbeing framework combines awareness, prevention, health solutions, lifestyle management and a support structure to empower people to enhance their health and wellbeing.

Lendlease is a place for me because...

060926...
0906 101 106





What do our people say?

lendlease

lendlease

lendlease

lendlease

lendlease

lendlease
NABEEL BAIG
CONSTRUCTION MANAGER

lendlease
KEITH HARFORD DAVIES

lendlease
JIM GREEN

lendlease
BOBBY BOLTON

lendlease
JIM STUBBS

SICOF



To watch a video about Health & Wellbeing at Lendlease, please click the image above



lendlease