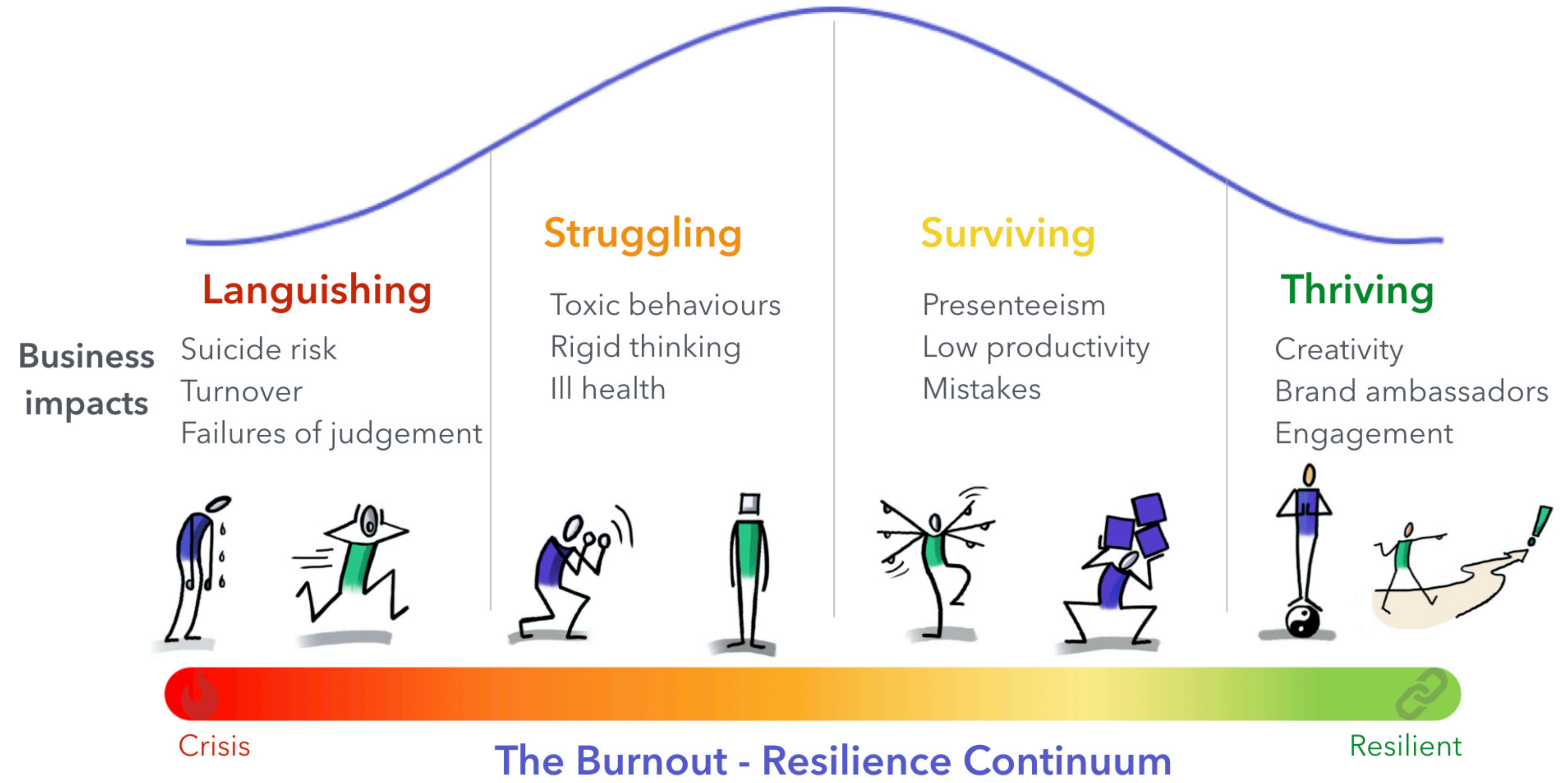


Key considerations

- Duty of care of employers
- Cost of mental health issues through absenteeism, staff turnover, lost productivity, disengagement, presenteeism
- Impact on brand & engagement from failures of judgments or suicide
- Being an employer of choice in attracting and retaining best and brightest
- Future of work requirement for social, creative and emotional competence
- Higher return on investment can be achieved by early interventions¹



Some statistics

<p>Mental ill health costs UK businesses</p> <p>£46bn per year¹</p>	<p>Stressed employees take</p> <p>56% more sick days per year²</p>	<p>Presenteeism leads to</p> <p>35.6 working days lost per year³</p>	<p>Healthcare costs</p> <p>50% more in high pressure companies⁴</p>	<p>Wellbeing focus yields</p> <p>12% productivity gains⁵</p>
---	--	--	---	--

¹ Deloitte Mental health and employers report; 2020 ² Towers Watson, 2019; ³ Vitality, 2019 (statistic is per person); ⁴ American Psychological Association, 2019; ⁵ Warwick university study, 2015