

The Mobico approach to wellbeing



BE

At Mobico Group, our aim is to create a supportive and open culture that puts wellbeing and mental health at its core.

We want our colleagues to feel engaged, energised and supported at work and provide them with the right tools to support them outside of work.

We know that embedding wellbeing into all aspects of our employees' experience means that colleagues can thrive at work and at home.

Our Be Well strategy:

- is part of our People Strategy and is underpinned by our Health, Safety and Wellbeing Policy
- is championed at the top of the business by our CEO and our divisional leaders
- aims to help our colleagues make positive changes to improve their mental, physical, and emotional health and ensure they have support when they need it.



Mental Health UK

Mobico Group are not doing this alone, but in partnership with Mental Health UK.

For us this means we can learn more about wellbeing in the workplace, make a real impact with our colleagues' wellbeing, and foster colleague engagement.

Mental Health UK's purpose is to drive positive change, create a stronger, more compassionate society, and inspire others to prioritise their mental health. This aligns perfectly with our wellbeing aims.



wellBEing



Our people promise and actions

BE well: *Mentally*

BE well: *Physically*

BE well: *In life*



mobico group



Our people promise

We endeavour through our Be Well strategy to deliver the following for our managers and all colleagues

For our managers

- Clear understanding of their role and the part they play to support their team's wellbeing
- Raising awareness and helping drive a culture of openness
- Educating managers so they feel equipped
- Providing tools and resources for proactive choices

For all colleagues

- Proactive choices
- Correct tools to help with "life moments" inside and outside work
- Feeling supported - sign posting to resources
- Sense of belonging for a company that cares

Our actions in 2024 have included:

Partnering with a leading mental health charity to help us learn, benchmark our progress, and make a positive impact in our workplaces

Provided access for all our employees to mental health support, via an Employee Assistance Programme

Provided training for our senior leaders to equip them to support their teams to flourish in terms of their wellbeing and mental health.

Provided accessible wellbeing resources to colleagues

Our actions in 2025 include:

Provide line manager training in mental health awareness

Create and launch a team of Global Ambassadors to support embedding the programme

Track progress of our Be Well programme KPIs through our Global Employee Survey

February 2025