



Gen H Wellness Strategy



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Our mission is to create a housing market that serves everyone in society. This is our goal and to achieve that mission, we need our people to be at their best. To be at your best, you need to be healthy and happy!

To give our employees a program that consists of resources, tools, and activities that will help them remain healthy, happy, and productive members of our organisation we have put together a wellness initiative that covers Physical, emotional, financial and environmental wellness.

What is it?

A wellness program that includes focus on physical, financial and environmental health indicators ultimately leading to emotional wellness. Through initiatives that maximises physical wellbeing, aids employee support in managing their financial worries and finances, and efforts in setting up our surroundings so that we limit unhealthy activities that damage natural resources while maximising our environment so that it produces the best options for human health.

Physical wellness at Gen H

- **Private medical insurance through Vitality**
Vitality offers both physical and mental health claims and give tips and support in both these aspects of wellbeing.
- **Monthly employee fitness classes**
Every month we offer a different type of fitness class (yoga, boxing, pilates, kettlebells, dance the list goes on) through FRAME fitness studio at Angel around the corner from our office.
- **Monthly Step challenge**
Every month we have a step challenge where we encourage our employees to take part - most steps wins.
- **Healthy snacks**
Everyone loves a snack! We make sure we have health options available and minimise unhealthy snacks and drinks.
- **Standing desks**
We have a few movable standing desks that you can use as and when you feel you would like to stand up for a while and get your blood flow going!
- **SPILL**
All employees have access to SPILL which offers mental health support for employees. Through SPILL you can sign up to one-off therapy sessions or a longer course. They are also there for quick support via chat and workshops.
- **Cycle to work scheme**

Financial wellness at Gen H

- **Bippit - Individual financial coach for each employee**
We have signed up with Bippit where every employee is perfectly matched to a dedicated financial coach. The aim is to ensure that everyone receives the right support for their unique situation.
- **Regular pay gap checks**
The people team regularly make checks on salary bands to ensure pay gaps due to ethnicity, gender, age is avoided.
- **Penfold pension**
We use Penfold as our pension provider, through them every employee has the opportunity to sign up to salary sacrifice, reducing national insurance contributions meaning you take more money home (less paid in tax) and Gen H gives you their NI savings = more pension!

Environment wellness at Gen H

- IT equipment and batteries are recycled.
- Ensure we have a comfortable and productive workspace in the office.
- Reviewing chairs, desks, heating/air conditioning, laptop/desktop raisers etc.
- Conducting regular **environmental wellness assessments.**
- Efforts in ordering sustainably responsible options.
- Company wide efforts to use private health insurance to access specialists if needed.

Through the above efforts we are investing in the emotional wellness of our employees.

Got questions?

Speak to the people team. or reach out to:

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