JAGUAR LAND ROVER

A practical way to create a holistic wellbeing culture that helps people to be at their best

Dr Steve lley Chief Medical Officer

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### JAGUAR LAND ROVER



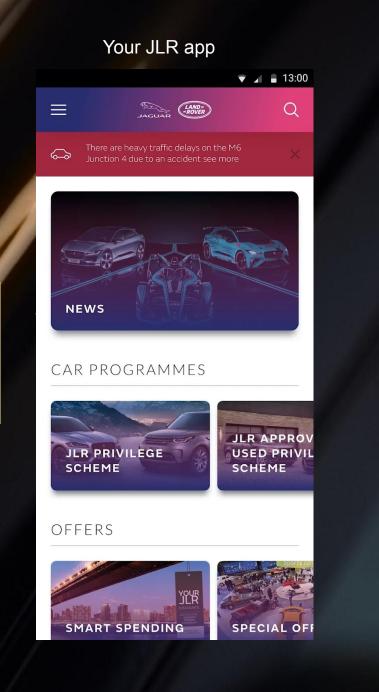
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### **2023 STEP DELIVERY**

Centre for Wellbeing (CfW) BODY				
BODY/CfW Space	Clinical /OH Referral	Self-Referral	CfW in a Box	
	Nutrition	Pilates (MoveWell) Nutrition	Satellite Site Workshop 1-2 events	Jan-Mar
	MIND Body Ready	Health Coaching	Feb Heart Health	
	Cardiac Rehabilitation	LeadWell V2	Satellite Site Workshop 1-2 events	Apr-Jun
Whitley CfW Space	FCE (Job Capability Analysis)	Annual Fitness Testing (BP)	May Measure Month	
	Diabetes Management Progress Reviews	CB/HWD Summer offering	Satellite Site Workshop 1-2	Jul-Sept
		MoveWell Check ins	events	
		Wellpoint Challenges	National Fitness Day	
Gaydon CfW Space		Health Screening/Prevention Program	Satellite Site Workshop 1-2 events	Oct-Dec
			Social Awareness (Mind collab)	



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# <text>

### wellbeing.jaguarlandrover.com

### MENTAL WELLBEING JOURNEY

*	0	Ş	\$
THRIVING	THINGS ON MY MIND	STRUGGLING	SEVERELY
"I'm doing well and I want to explore other ways I can stay resilient and on good form"	"I'm okay, but I've got some things I'm worried about and I'm finding it hard to stop thinking about them"	"Tve not been feeling myself for a while. I'm managing work and home life, but it's hard and i could do with some help?"	"I'm finding it hard to manage everyday life. Most days feel life a struggle"



OCCUPATIONAL HEALTH MENTAL HEALTH TEAM If your health (physical or mental) is affecting your ability to do your job.

acting your ability to do your job, sational Health can support. Speak your manager about a referral.

open (www.sap-cardinz.com) log in science mww. SUPPORT FOR GAMBLING, DRUG, AND ALCOHOL USE Confidential and non-judgmental advo

INANCIAL WELLBEING TOOLS Useful tools and links to article and bageon for themacial wennis timpu/-wellbeing agaratian downcomy francial wellbeing FIVE WAYS TO WELLBEING

Evidence suggests there are 5 ways to reprise your wellbeing which may help you feel more positive. Visit

THRIVE APP Three helps yos prevent and manage stress, avoidy and related conditions. T bedrage can be used breaks before a stressful strategion or on a more regular you low a happion rome stress. The BN, two can that more information behaviorated for here from the app store. Account scopen code: LBBOOI Development

> EVERY MIND MATTERS bic Health England awareness campage to help you take action o

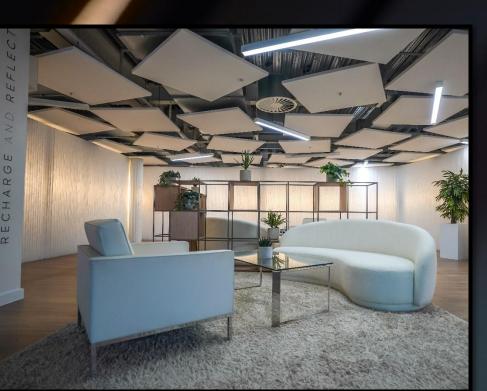
IEN - SUPPORT FOR LIFE FOR THE AUTOMOTIVE INDUSTR

https://ben.brg.uk/ Helpline (Open Monday to Friday Barn – Bpn) 08081 311 333

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### JAGUAR LAND ROVER

## Centre for Wellbeing



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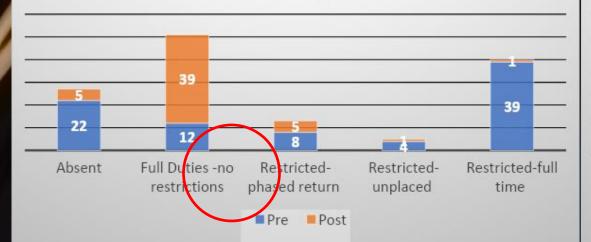
### Heart month

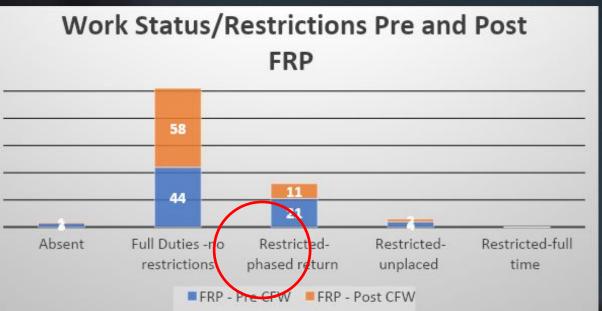
Number of people attended	279 ( Male (91%) / Female (9%) )		
13 Locations	4 Manu / 2 Non-Manu / 7 Satellite Sites		
Average BMI	28		
Average Age	43		
Average Blood Pressure (mmHg)	131/83		
GP referrals > 140/90	57 (20%)		
Average Pulse (Bpm)	69		
Average Q-risk	4.4 %		

GROWTH IMPACT

### RESTRICTIONS – PRE AND POST FRP AN BODY READY

# Work Status/Restrictions Body Ready





### **Project Sparta**

- Top 300 Leaders inc Board and CEO
- <u>To become advocates</u>
- Collab with Design, Property, IT, Digital, Wellbeing Champions, Events
- Validated questionnaires Sleep Hygiene Index and WHO5
- Best questionnaire nutrition and MSK



Stress Response Body Scan Nutrition Sleep Mental Health Guidance

CUSTOMER LOVE

OVE

INTEGRITY

UNITY

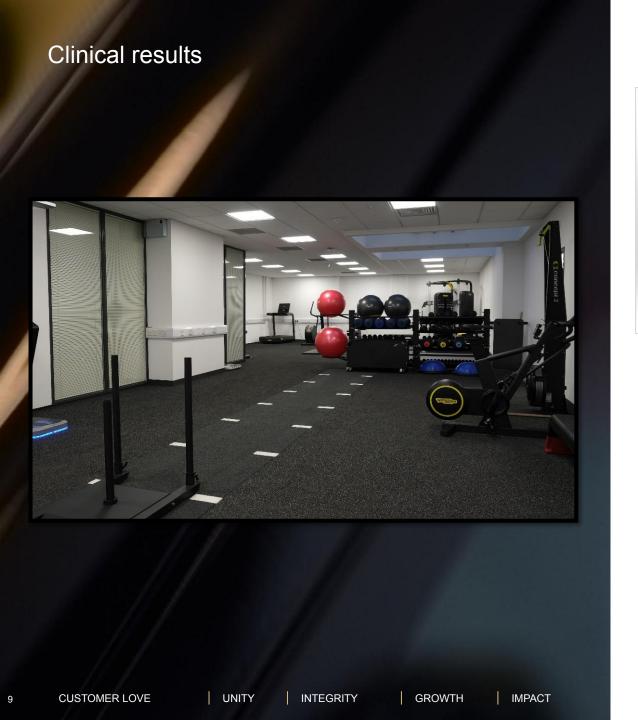
IMPACT

GROWTH

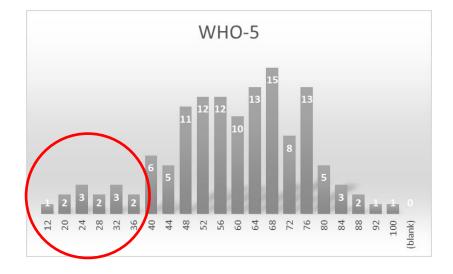


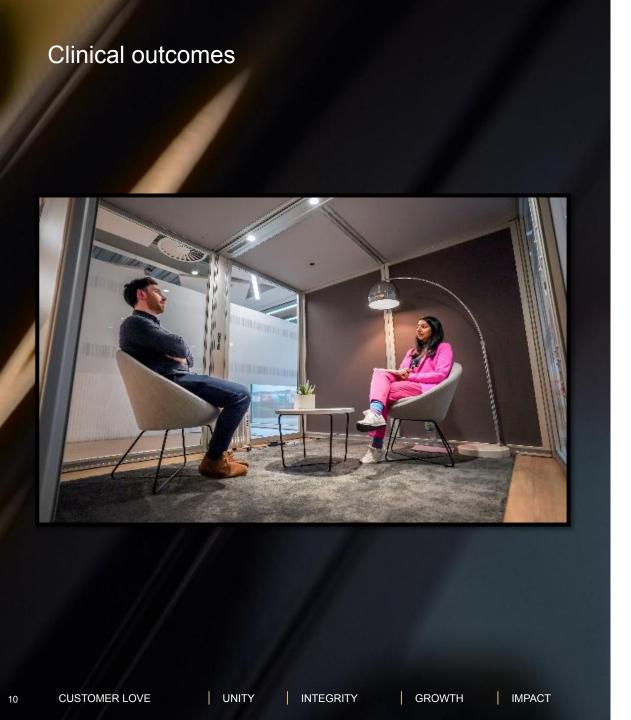
What did we find

- <u>Half booked on first email invite "for you"</u>
- <u>Next Quarter booked on second email invite "you're missing</u> <u>out"</u>
- <u>Nearly a Quarter booked on third email invite from CEO "why</u> you"
- Remaining few ...
- Cancellation rate 1 in 10 on day
- Most people late JLR meeting culture
- 1 in 10 could not do the racing Sim
- Not one of us could not complete a proper Formula E city track



# Sleep 5 2 1 2 14 16 19 21 24 27 30 32 34 26 38 40 42 44 47



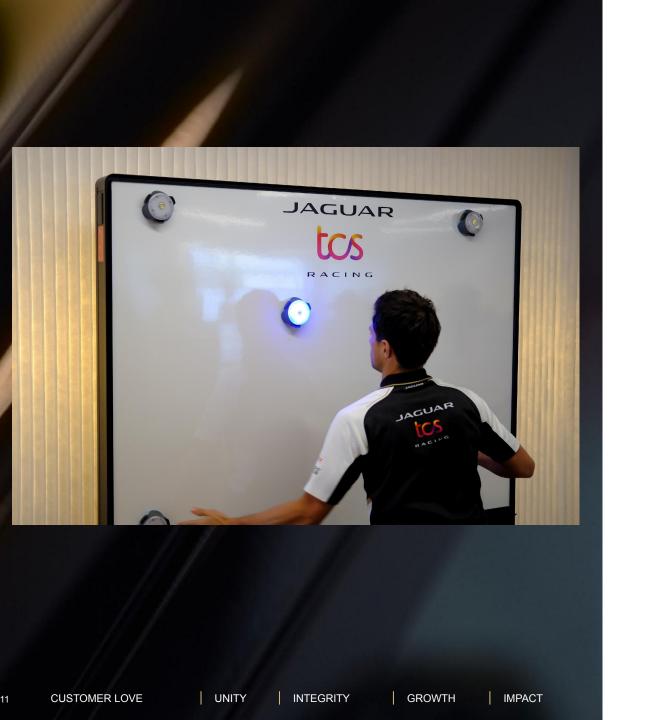


### Our outcomes so far

- NPS > +80
- Onward referral for MSK very few
- Onward referral for MH therapy 20%
- "Significant input to wellbeing" 50%
- Questionnaires alone <u>do not</u> find the people who need help







### Lessons learnt

Do not have a poverty mindset Get meaningful data It has to be really really specific Work with the right partner(s) Pull in lots of favours DR STEVE ILEY CHIEF MEDICAL OFFICER siley@jaguarlandrover.com "I had my assessment this week. It was thoughtful, educational, highly personalised experience from which I learnt and have already started to action some of the suggested changes. Thank you!!" JLR Director April 12th