

HOW IS THE NATION'S FINANCIAL RESILIENCE FARING?

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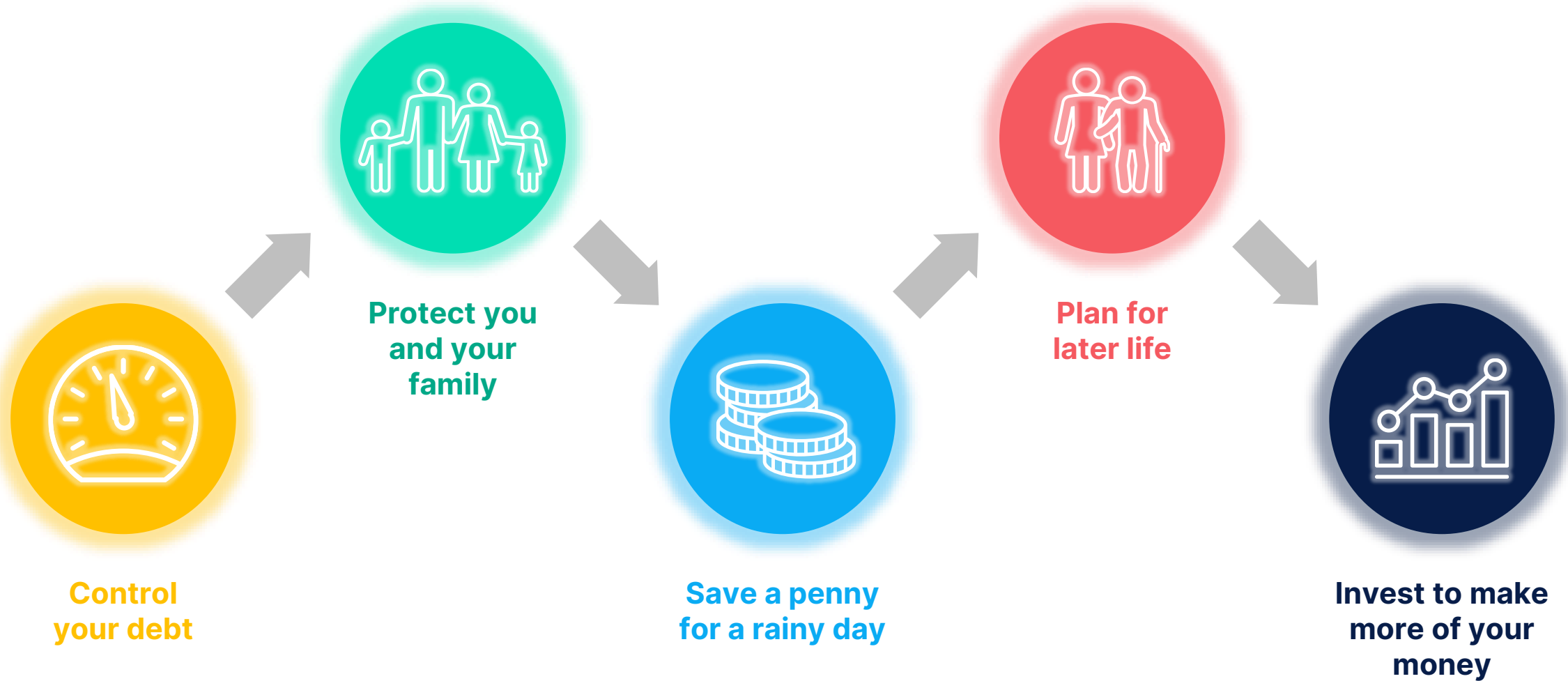
Agenda

1. HL's view on financial resilience
2. Cost-of-living crisis update
3. The role of financial wellbeing in the workplace



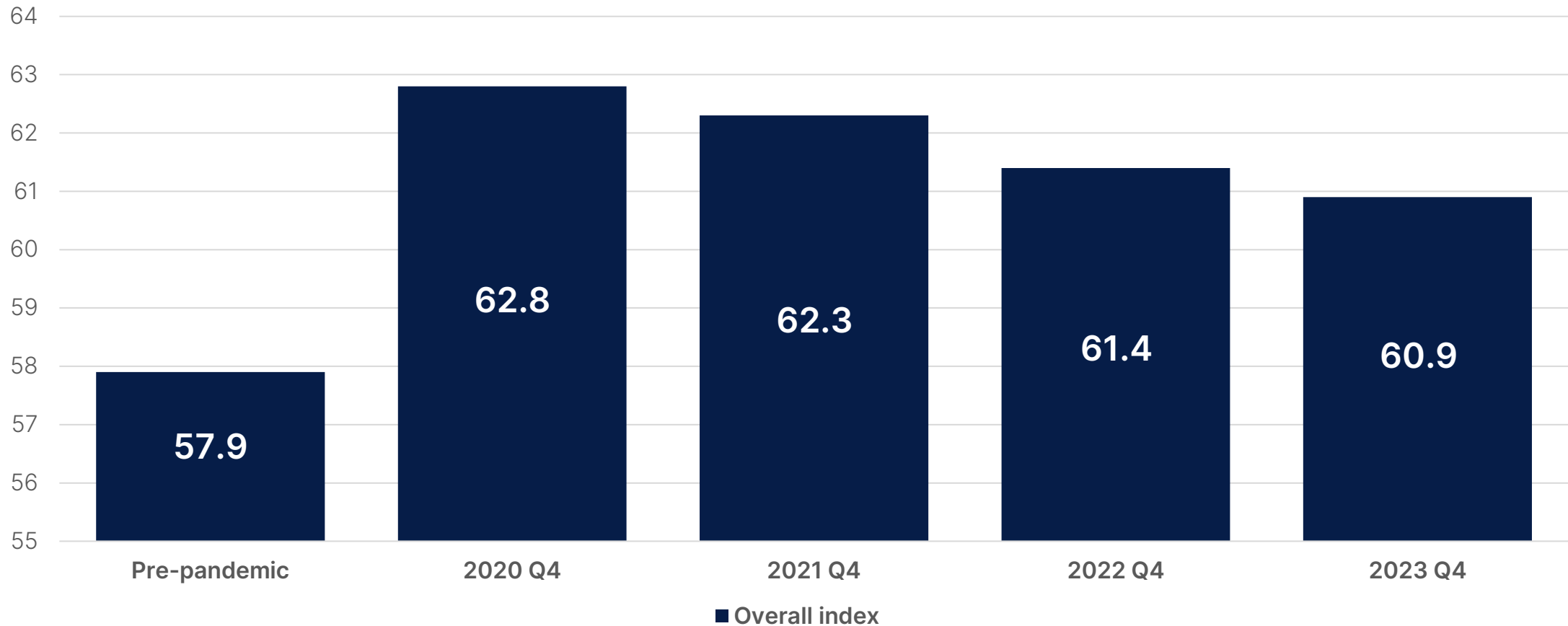
Engage, educate and empower employees

5 to Thrive



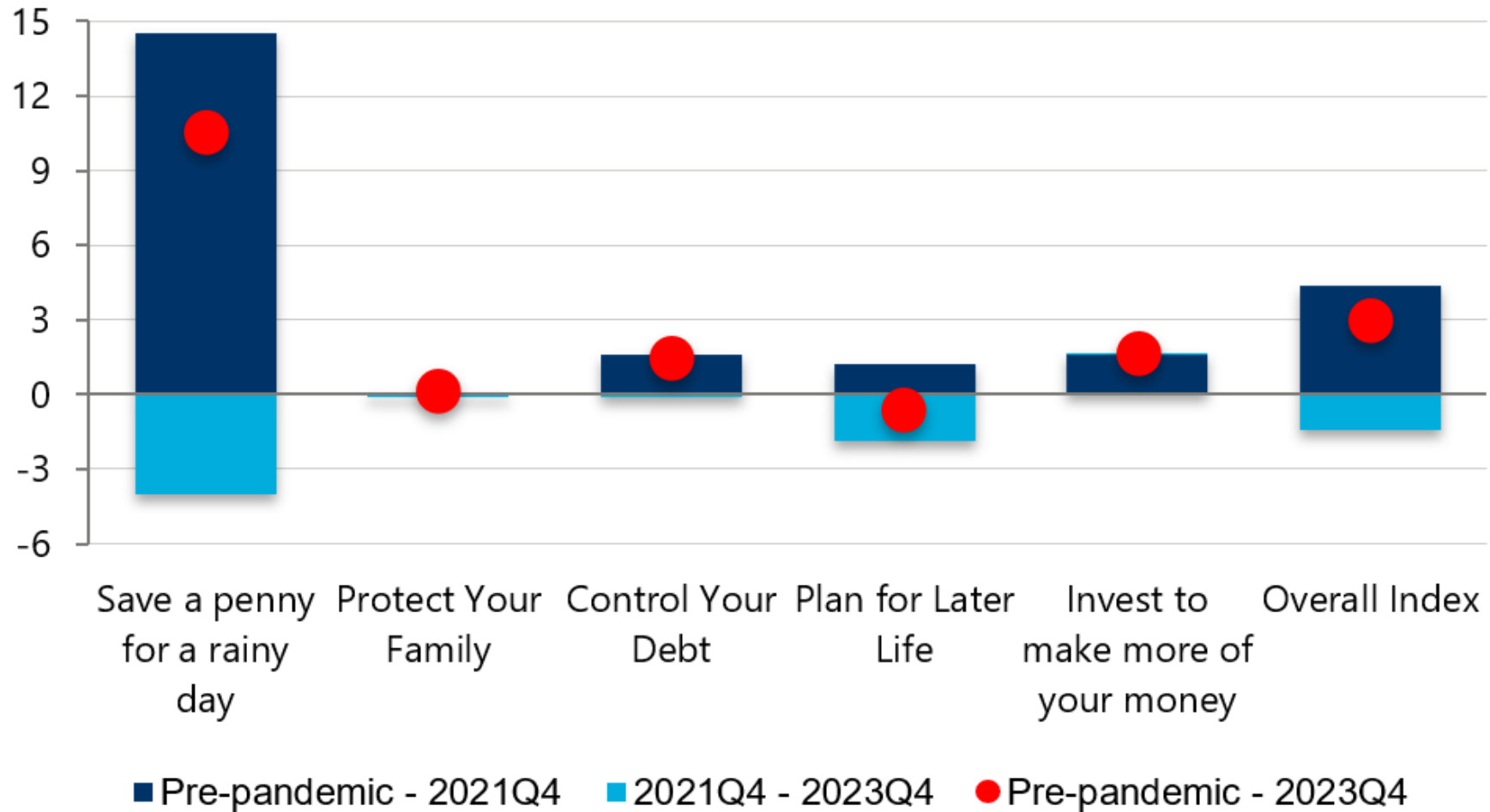
The nationwide picture

How has national financial resilience changed?



The nationwide picture

How has national financial resilience changed?



The stories behind the statistics...

- Inflation proving sticky at 4.0%
 - Food inflation slows to 7% (19.1% peak in March 2023)
 - Over 4 in 10 adults say they are buying less food
- Renters far less resilient than homeowners
 - 2 in 3 have poor or very poor financial resilience
 - 25% of lone parents paying 'unaffordable rents'
- Family makeup has a big impact on financial resilience
 - 11% of single person households without children have very good resilience
 - 43% of couples with no children have very good resilience

Big blow to businesses

Financial strain driving UK anxiety

- Financial worries are the biggest cause of stress outside of the workplace
- As many as 24 million adults don't feel confident managing their money
- 1 in 5 cite debt as a cause for concern

Impact on businesses

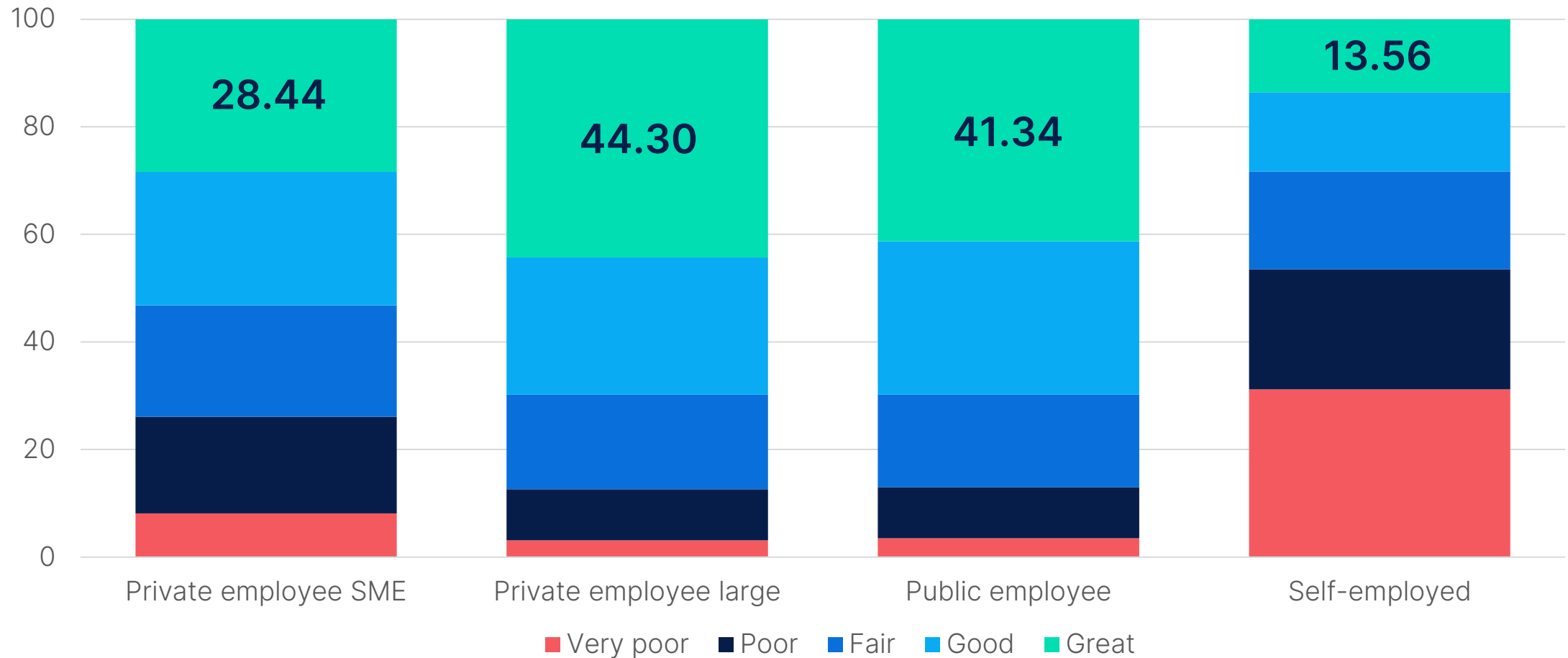
- 2.5 million off work with long-term sickness
- 1 in 5 people say financial stress impacts their productivity

What's the result?

- Witnessed a cultural shift
- Financial wellbeing is top of employer agendas

There is so much more than salary on offer

Employers can shape employee financial resilience



Employee benefits to build employee resilience



Manage your debt

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

HL

Commit to sorting payroll errors within one week

Signpost to debt advice



Protect you & your family

Provide financial resilience guide for new employees

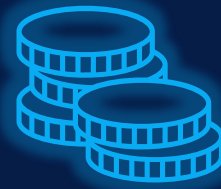
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Access to ongoing financial education

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Offer paid for life cover by default for all staff upon employment

Sick pay in excess of statutory sick pay



Cash savings

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

HL



Plan for later life

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

HL

Incentivise pension contributions of at least 12% of pay

Anytime pension contribution changes



Investments

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

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Hope to see you at the Watercooler event in April

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