

Driving a Wellbeing Culture



80% of our people say
Three cares
about their wellbeing

Our
Purpose

Free
the
Fun

Our Company Goal

Best loved brand by our People and Customers



5 years of Discovery with Three



75,000
people supported
to build digital skills
through Discovery



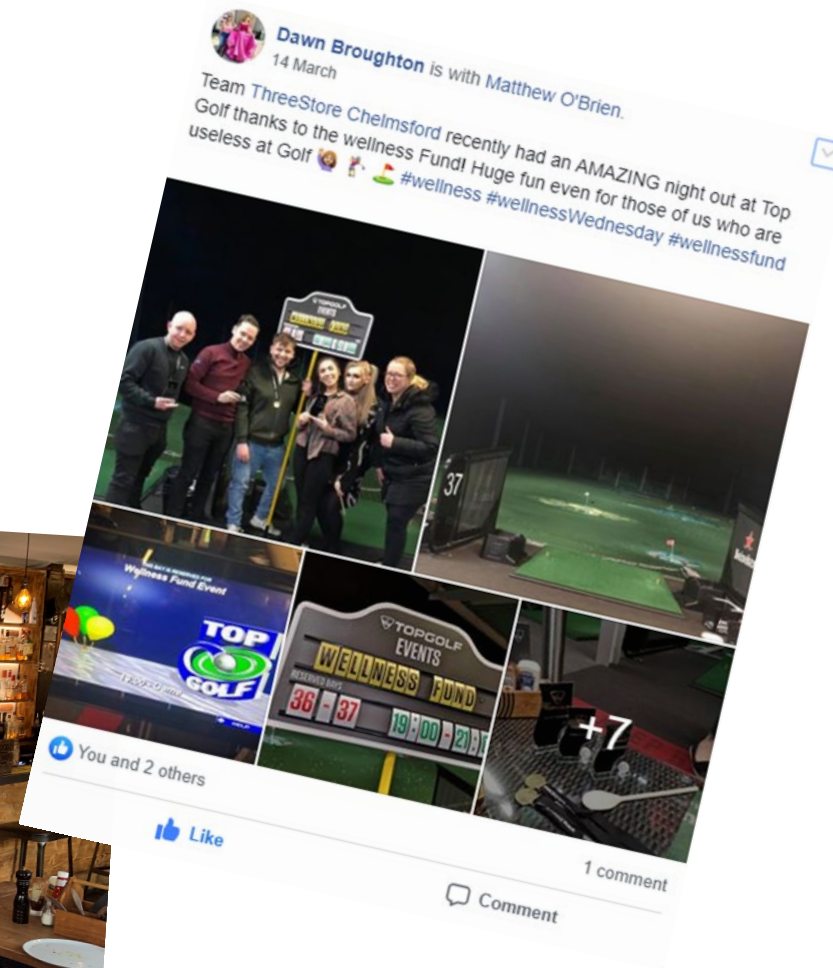
39,000
one on one sessions
held in our stores
across the UK



Including
Mindfulness
& **Digital Health**



The Wellness Fund



Personal Days

Day 1

Day 2

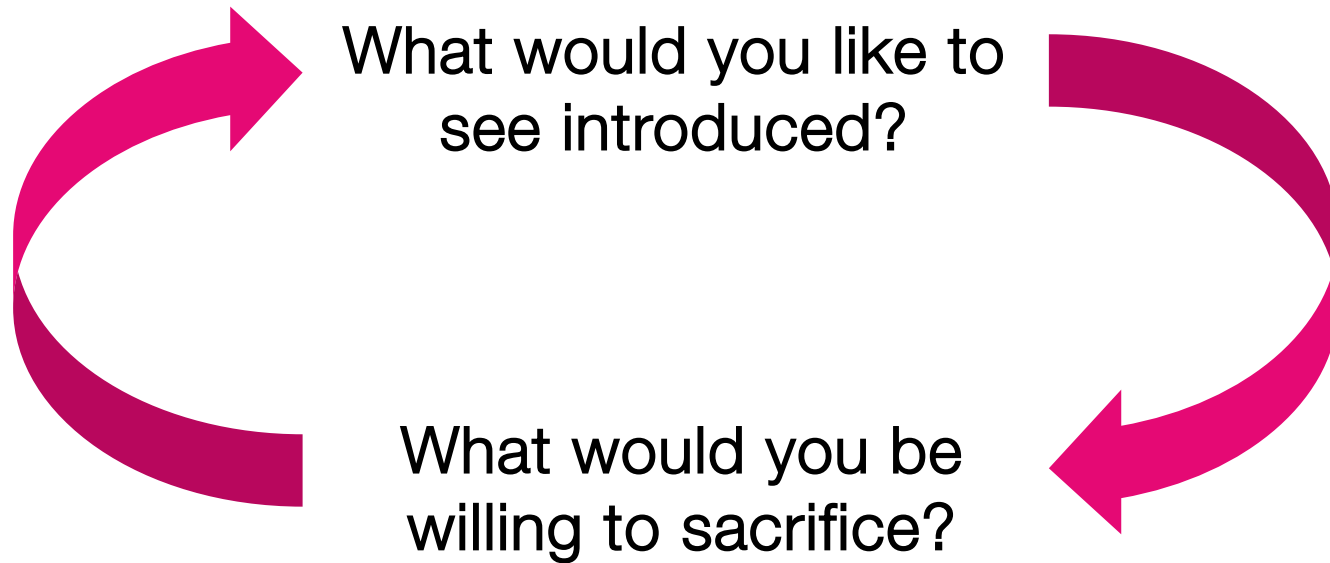
Day 3



Every Wednesday is
Wellness
Wednesday

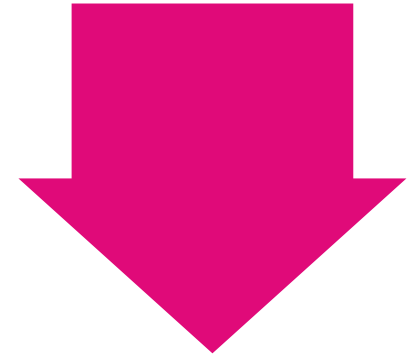
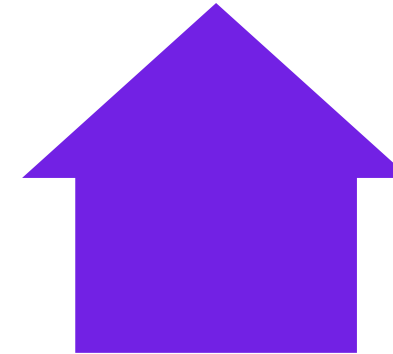


Ensuring Engagement & Relevance



Free
Flu Jabs

25% participation



25% reduction
in cold and flu

Mental Health

2017

- Raising awareness
- Time to Change Pledge
- Sharing Stories
- At Three, it's OK not to be OK



David Dyson, our CEO, signing the Time to Change Pledge

2018

- Being Me Being Three
- MHFA trial with 60 people
- Developed MHFA strategy & full launch
- Continued raising awareness



Amanda Lambert our People Director



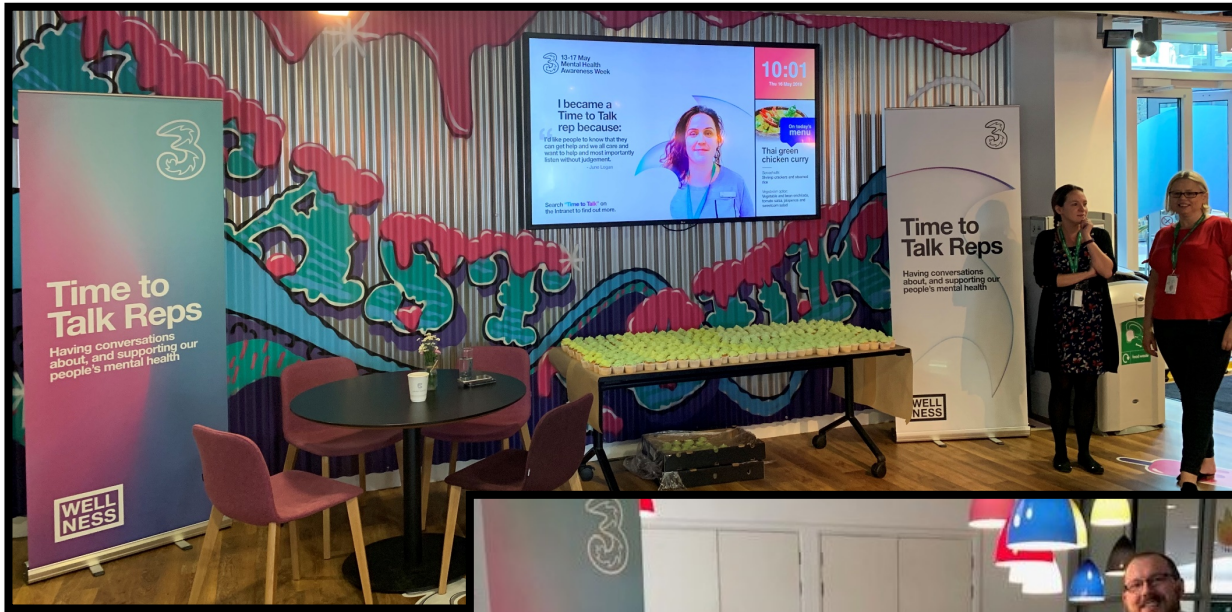
Mental Health & Our Time to Talk Reps

- **Mental Health First Aiders**
- **1 in 20 are trained, over 200 people**
- **Additional training provided**
- **Improved the services Three offer**
- **Exceptionally Proud**
- **Making a difference every day**

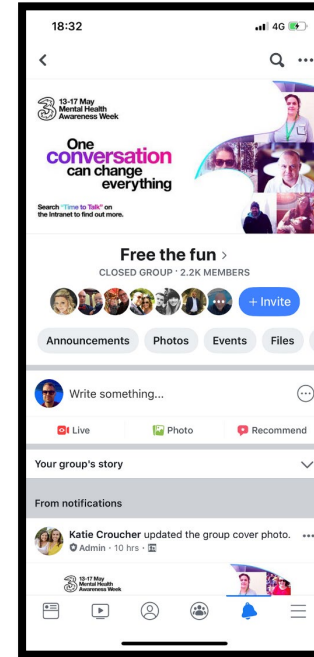


Regularly Raising awareness

In our cafes



In our Facebook group

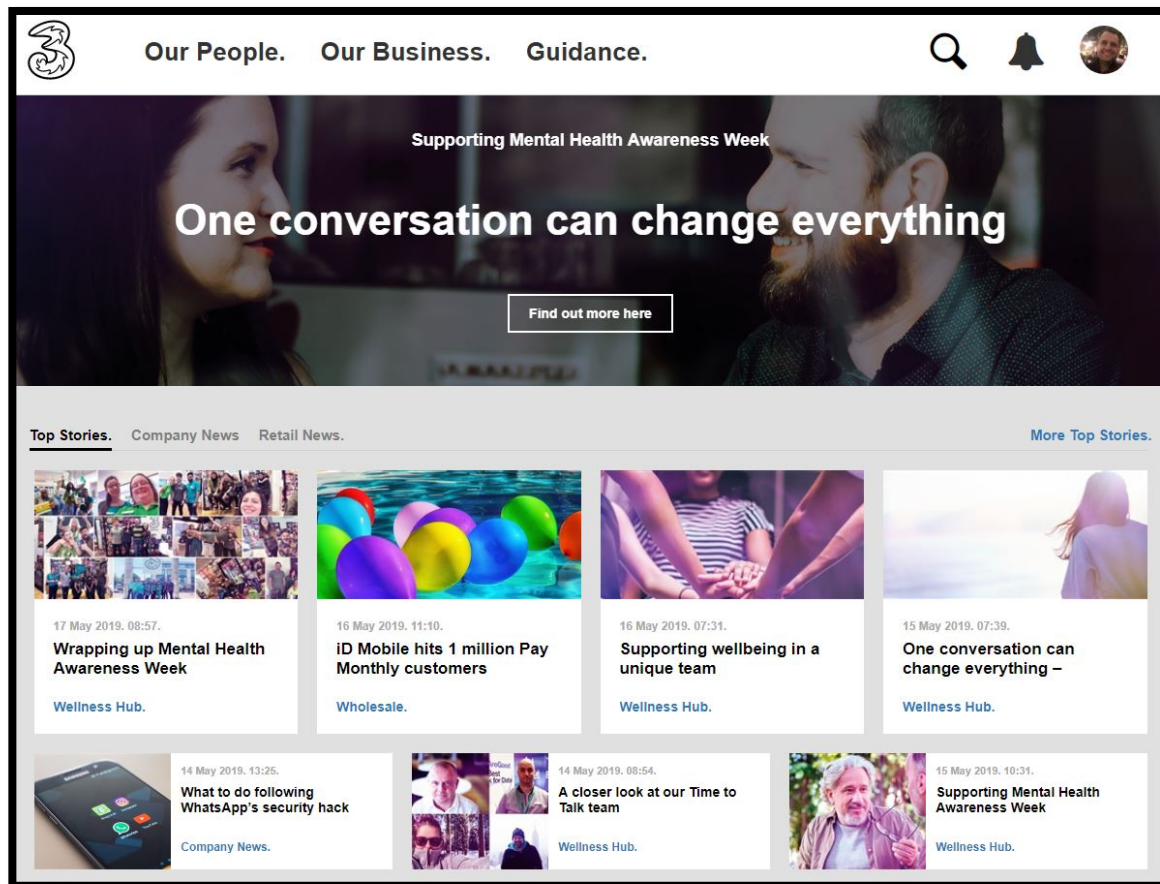


In our lifts



Regularly Raising awareness

On our intranet

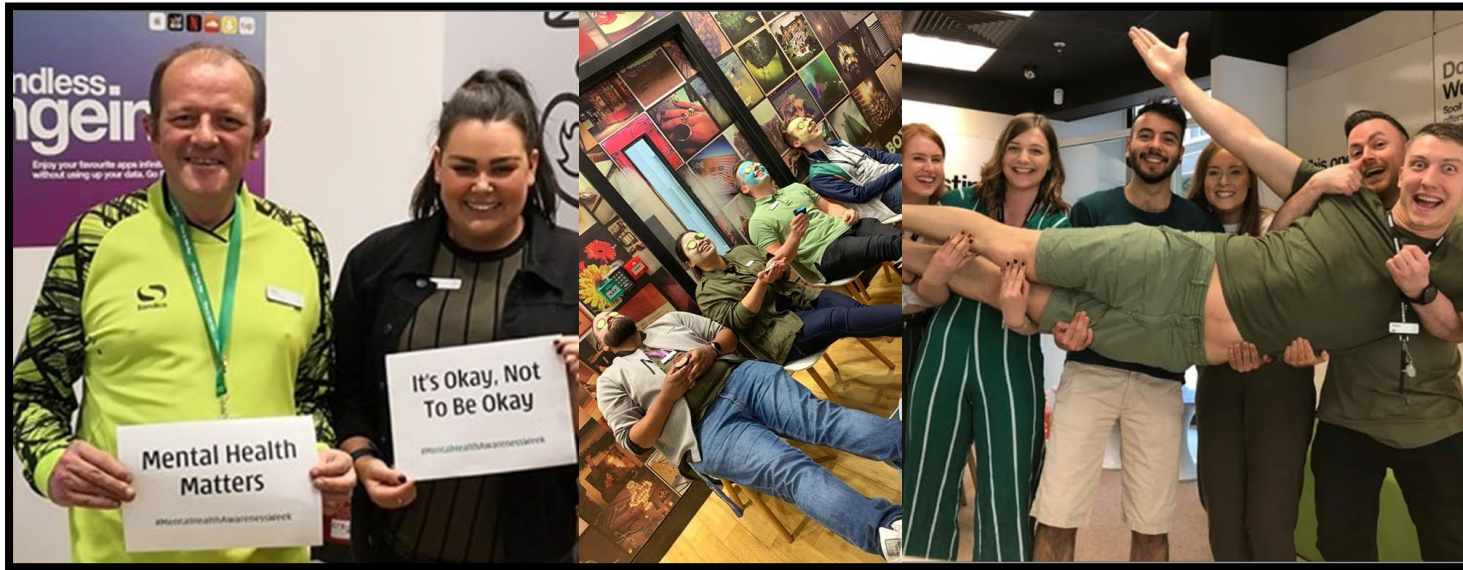


On our computer lock screens



Regularly Raising awareness

In our retail stores



On Retail Live



Our Company Goal

Best loved brand by our People and Customers



Questions?



