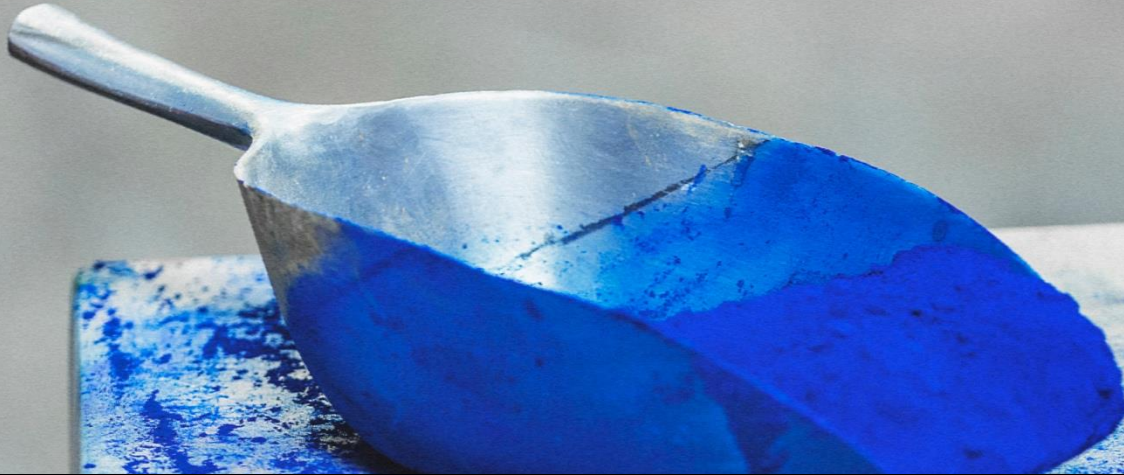


colart

Wellbeing ^{at} colart



**LET'S ADD COLOR TO OUR LIVES &
REINVENT OUR WB AT WORK ONCE AGAIN !**

We have four pillars underpinning our wellbeing strategy

REMINDER

Strategic pillar		Impact focus	Impact detail
1	Share common values: the values of Colart and the values of art	Inspiration	<ol style="list-style-type: none">1. Promoting that we are all artists whatever our age, status and ability2. Showing that art is there for everyone to enjoy3. Proving art has no boundaries and should not be restricted to the few
2	Sustainably develop our relationship with each other and our environment	Planet	<ol style="list-style-type: none">1. Promoting understanding of sustainability2. Promoting responsible consumption of goods3. Using enjoyment as the key
3	Succeed together in the long term to re-energise & share in the beauty/creativity of art and life	Passion	<ol style="list-style-type: none">1. Promoting mindfulness2. Promoting laugh and sharing
4	Value our work and leverage our skills & energy to maximise the wellbeing of the greatest number	Excellence	<ol style="list-style-type: none">1. Promote self development2. Leveraging our skill base3. Growing our skills

We need to review this strategy as the context surrounding our working lives has changed



- We live in **uncertainty**
- Remote working** is the new normal
- Meetings and social gathering are **virtual**



How to reconcile Wellbeing and the learnings from COVID

while remaining consistent with our strategy



This crisis has created a learning experience

WE LACK / WE MISS

- Some rules, routines and schedules for remote working
- Connectivity and bonds that come through face to face interaction
- Consistent use of digital platforms
- Divide between work and home

And this leads to:

- Silo behaviour or isolation
- Impact on our social activity
- Pressure on mental health

WE GAIN

- ☀ Respect, autonomy and trust
- ☀ Solidarity and mutual help
- ☀ New digital skills to support remote working
- ☀ Compassion with a more thoughtful approach to others and their reality

And this leads to:

- ☀ Reinforcement of our people strategy to *feel like a family / act like a high performing team*
- ☀ Flexibility in our working and personal lives
- ☀ Personal development



We have identified factors for review to strengthen our wellbeing strategy

- Links between people and teams
- The power of Digital at work
- The power of art in the community
- Organisation and work ethic
- Mental health and mental wellbeing
- The role of the line manager

Strategic Pillar #1

Inspiration



Share common values the values of Colart and the values of art

WHAT

HOW

SCOPE

PILOTS

WE NEED

Create or strengthen the link with retirement homes and our isolated elders

Send mails, vidéos, virtual meetings

Local

Wellbeing Ambassadors

Volunteers

Online tutorials for hospitalized people

Group

Artists ?
Communication and Mkg

?

Actions aimed at caregivers and healthcare establishments

Creation of posters or artistic support to thank caregivers

Group

WHO ?

Time and material allocation

Donation of material

Group

GLT / ELT

Donations

Strategic Pillar #2

Planet



Sustainably develop our relationship with each other and our environment

WHAT

HOW

SCOPE

PILOTS

WE NEED

Favoring cycling

Negotiated rates with local cycle companies

Purse or gift card for cyclists

Local

Wellbeing Ambassadors

ELT, Finances, HR, SEC (Unions)

?

€ - staff benefits

Favoring carpooling

Creation of a platform on the intranet

Group first
Then Local

IT & ELT

Internal Communication

Sharing tips and green tips *DIY, vegetarians recipes, adresses of organic producers ...*

Notice Board : special Bord or special place

Local

Wellbeing Ambassadors

Intranet special section

Group

Communication & IT

Internal Communication

Sewing tutorials to create masks

Tutorials or In line lessons

Share sewing patterns

Group first
Then Local

Wellbeing Ambassadors

Volunteers

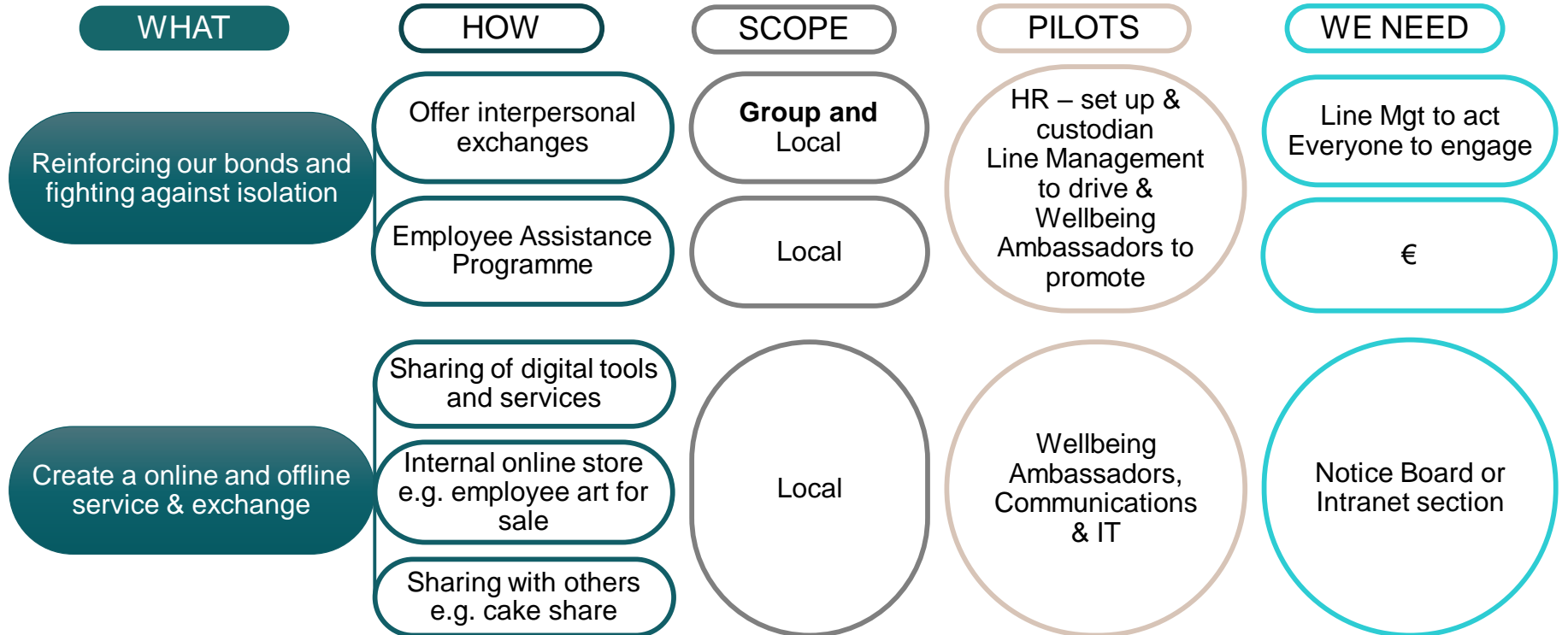
Strategic Pillar #3

Passion



Succeed together

in the long term to re-energise & share in the beauty/creativity of art

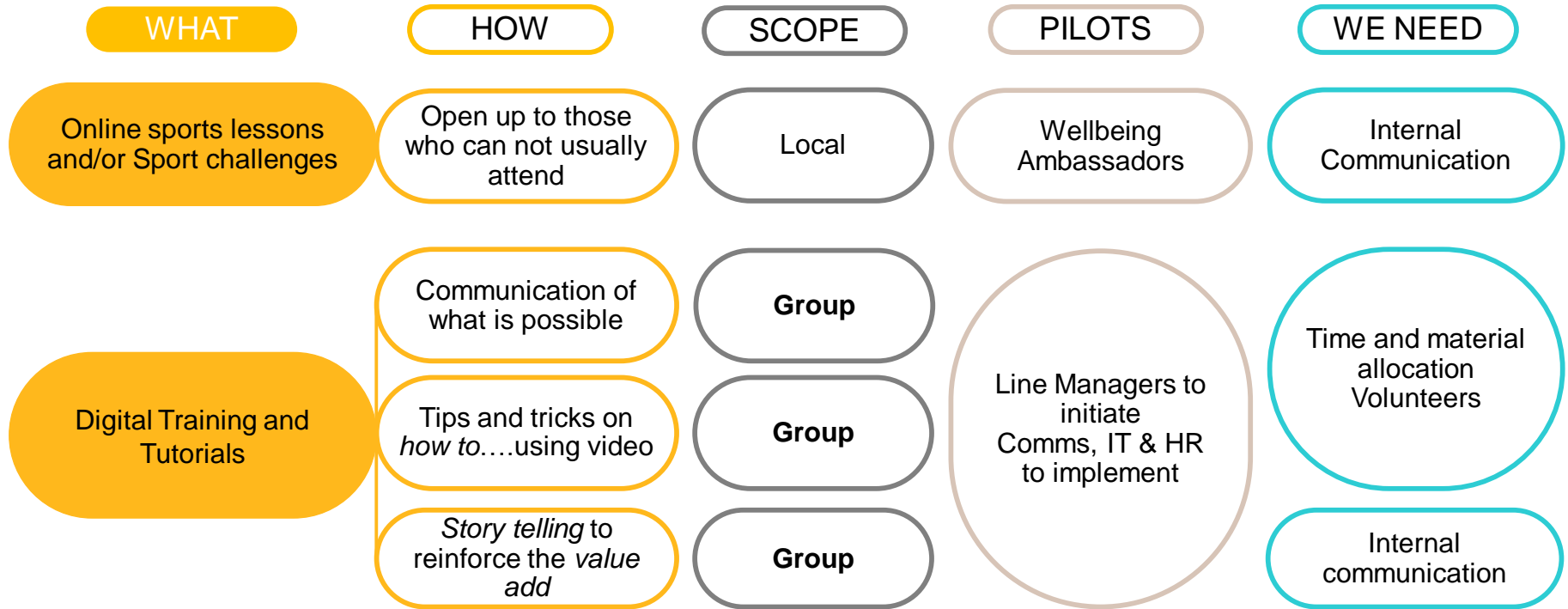


Strategic Pillar #4

Excellence



Value our work and leverage our skills & energy
to maximise the wellbeing of the greatest number



Summary of the enhanced areas for execution



Employee Assistance Programme

Available to all *and*
involve or encourage our teams to support each other

GLT
ELT
Managers
HR

Connectivity

promote ways to maintain our human links and build
the value of networking across our people

Managers
Ambassador

Sport on line

but
We need to extend it and promote it to our blue collars !

Managers
Ambassadors

Summary of the enhanced areas for execution



Decide and **Sponsor**

Some actions aimed at caregivers and healthcare establishments

GLT / ELT
SIOPI/
Sustainability

Favoring sustainable transport

By negotiating attractive rates, reward cycling, encourage car share...

HR/IT/
Comms

Leverage our digital platform

To develop skill and promote exchange of services, tips, goods ...

IT
Comms
GLT / ELT