

Sodexo's I Hear You journey

2014

PRE 2014

- EAP 10 years
- Fitness for work
- Wellness activities
- Medicals pre-employment

SEPT 10th
World Suicide Prevention Day

I HEAR YOU

sodexo
QUALITY OF LIFE SERVICES

- Raise awareness of mental health issues
- Provide tangible, meaningful and immediate support and resources in times of personal crisis
- Equip employees with the skills to help identify the signs of personal crisis

I HEAR YOU launched to the whole business:

- Letter sent home to each employee
- Posters in our workplaces
- Wallet card reminders
- Toolbox awareness sessions at every site and support centre
- Letters to each of our clients explaining the initiative and encouraging support

OCT 5-12th
Mental Health Week

Mental health begins with **me**.
Our executive team's pledges are:



"Mental health begins with me"
— personal pledge

Know that you can be heard. Believe that you will be listened to.

I HEAR YOU

Review of EAP model and change of provider to Davidson Trahaire Corpsych

NOV

Resource Industry Mental Health Working Group

Member since group established to share and learn with other organisations & experts



DEC

I HEAR YOU DAY launched
December & June

Commitment to hold biannual I HEAR YOU days to ensure heightened awareness during times of the year when mental health risks are at their peak.

DEC



- Toolbox awareness sessions at every Sodexo location
- I HEAR YOU 'room drop':
 - Drink bottle
 - Torch key-ring
 - Tips to minimise stress during holiday period
 - EAP wallet card



2015

Education Pilot
beyondblue National Workplace Program
• 50 Pilbara based Site & Relief Managers



APR
MAY

I HEAR YOU
Survey Results 2015:



- 33% response rate
- 70.5% believe our CEO values mental health, compared to 56% of Australian workforce

LESSONS:

- Local leadership and communication critical to success of initiative

JUN

I HEAR YOU SURVEY:
obtain snapshot of Sodexo's mental health



Developed workforce survey in collaboration with beyondblue based on 'State of the Workplace Mental Health in Australia'

JUL

AUG

Sodexo received the Workforce Innovation award at the AMMA 2015 Resource People National Conference for our holistic mental health awareness initiative 'I HEAR YOU'



Sodexo's approach to mental wellbeing: Building a resilient workforce

To continue to improve our safety focus and performance, Sodexo's strategy focuses on building resilience at the organisation, managerial and personal levels.

LAUNCHING TO BUSINESS:
MENTAL HEALTH WEEK 2015