

Health and Wellbeing Policy

Training, awareness and communications

We continually aim to incorporate sustainability into the training and development for all employees and include sustainability linked objectives where appropriate. In 2017, we engaged with staff globally on ESG topics via a staff survey, the results from which will form part of a Materiality Matrix and will guide the participatory development of our ESG policy and strategy.

A focused intranet group is used to communicate and share information on sustainability topics, corporate projects and reports, as well as new green initiatives being introduced by the ESG Committee, policies and terms of reference. All new employees are invited to the group, providing a discussion forum for ESG issues within the Savills Investment Management community.

Employee engagement, development and welfare

Savills Investment Management encourages its employees to acquire skills and knowledge through training and volunteering opportunities, where new skills can be developed and applied, such as fundraising, communication, leadership, teamwork and problem solving. We also support our employees to volunteer their time for charitable causes.

The company ensures adequate controls are provided for health and safety risks arising from work performed for and on behalf of the company, and at properties owned or controlled by the company. Savills Investment Management implements and adheres to its own Conflicts of Interest policy as well as subscribing to the Savills Group Conflicts of Interest, Anti-Corruption and Environmental policies.

Employment benefits provide support to staff health and wellbeing, such as the availability of an impartial, third party-provided Employee Assistance Programme which is available to all employees with a focus on well-being. The programme offers free, confidential access to practical information, referrals to local services and counselling on a wide range of personal issues.

All employees are offered private medical care, and we offer our UK employees convenient access to healthcare via the NHS virtual doctor system, babylon, which provides online appointments 24 hours a day, seven days a week.

With an awareness of staff Health and Wellbeing, we ensure all employees have the access to the services and provisions needed to stay healthy, engaged with work and comfortable in a personal and professional sense. A company-wide review of benefits is, with new benefits introduced where necessary.

Savills IM employees are offered subsidised gym memberships to support mental and physical fitness. We also allow and encourage our employees to exercise during the working day with the provision of showers, changing facilities, sports lockers and a drying room at our London office, and bicycle racks to encourage healthy commuting. A Cycle to Work scheme is also in place to support this initiative.

Our Human Resources department are also in the process of developing and promoting flexible working at Savills IM. Whilst a flexible working policy is already available to support employees working in irregular working patterns and on a part time basis, Savills IM aims to make our business a more flexible place to work to support individual needs, ensuring engagement and commitment to work is be higher, and health and wellbeing optimal.

Other benefits which contribute to health and wellbeing include our annual leave provision, which offers a minimum of 5 days above the required legal minimum, and allow employees to roll over holiday so it isn't not lost. Free leave days are provided over the Christmas period to encourage employees to take a proper break, which is crucial to staff health and wellbeing. Further benefits currently under review which support employee Health and Wellbeing are:

- Availability of Childcare vouchers
- Handbooks for staff in all our offices

- Help to Rent scheme
- Corporate health and fitness events (such as the Global Corporate Challenge and annual JP Morgan charity run)
- Life Assurance
- Critical Illness cover

For more information please contact Freya.Kendall@savillsim.com.