



Prioritising Employee Health in Leadership Training: What Covid Taught Us

Our Group



\$ 15.1 B
Dollars in Sales



33
Countries



+134,000
Associates



+ 58,000
Routes



+ 13,000
Products



+ 100
Brands



+ 3
Million Points of Sale



196
Plants

Our Wellness Journey

Objetives:

1. Ensure healthy work environments
2. Facilitate self-management of healthy lifestyles



We recognize the workplace as a fundamental environment for promoting a culture of self-care



Guidelines per pillar

We will guide our actions in harmony with the four pillars that, in turn, are aligned with our Safety and Wellness Foundations (“We are able to build a balanced life”).

Each pillar has guidelines that guide the plans and actions of each Organization.

 <p>HEALTHY DIET</p> <p>Get information, guided by health professionals, about the fundamentals for having an adequate diet, which is key to keep us healthy, prevent diseases, and carry out our activities without any health risks.</p>	 <p>HEALTH</p> <p>Prevention, diagnosis, and monitoring of occupational, chronic (diabetes, hypertension, obesity, stress, etc.) and musculoskeletal diseases that affect life quality. Promote breastfeeding.</p>
 <p>PHYSICAL ACTIVATION</p> <p>Promote exercise as a basic habit for health and wellness, with the aim of keeping active during and after work hours.</p>	 <p>LIFE BALANCE</p> <p>Promote addiction-free lifestyles, proper rest, leisure time, recreation, emotional health, and financial health to achieve an optimal life balance.</p>



Mental Health during the Pandemic

Most common Global actions

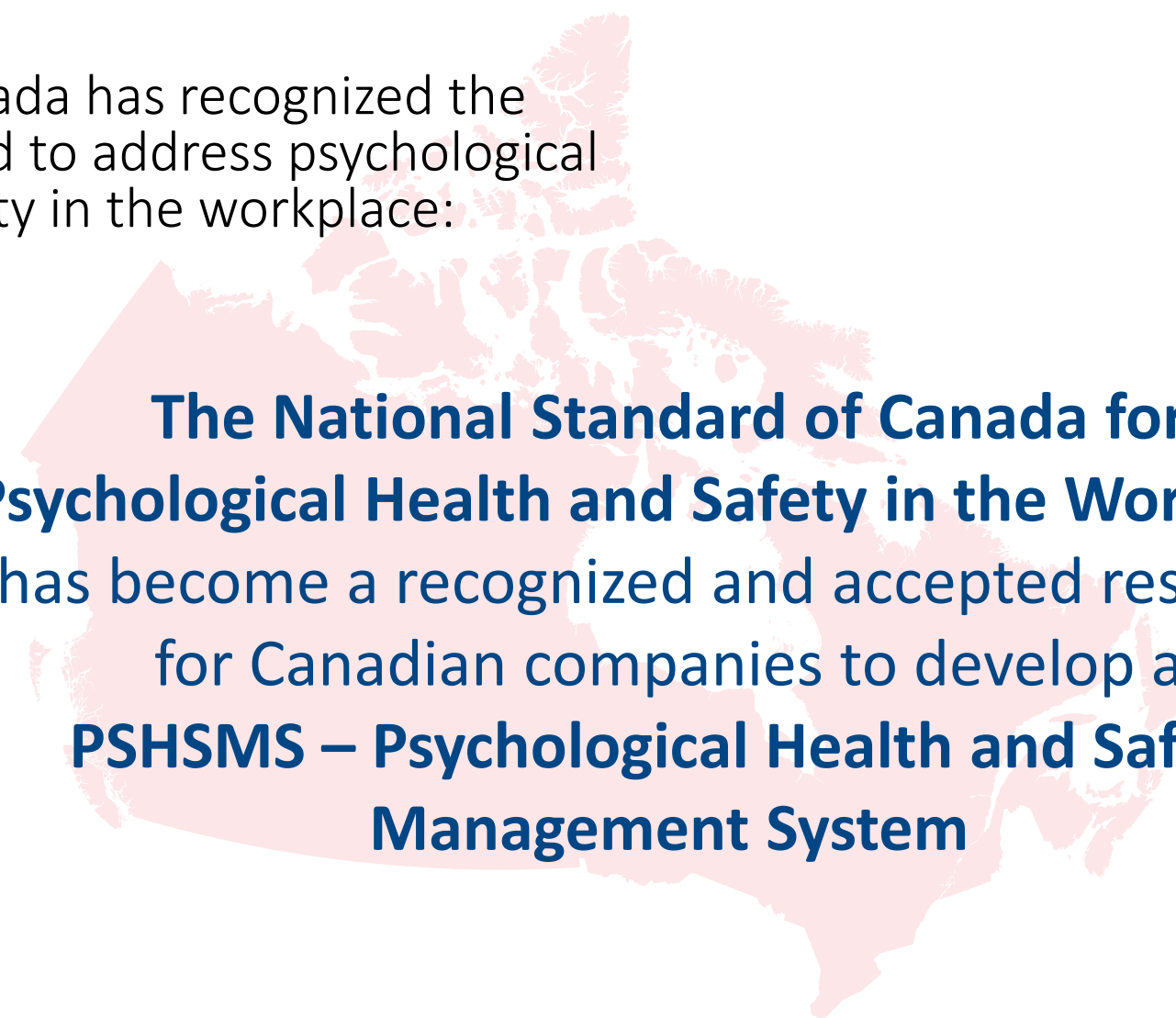


Psychological support
Access to medical advice



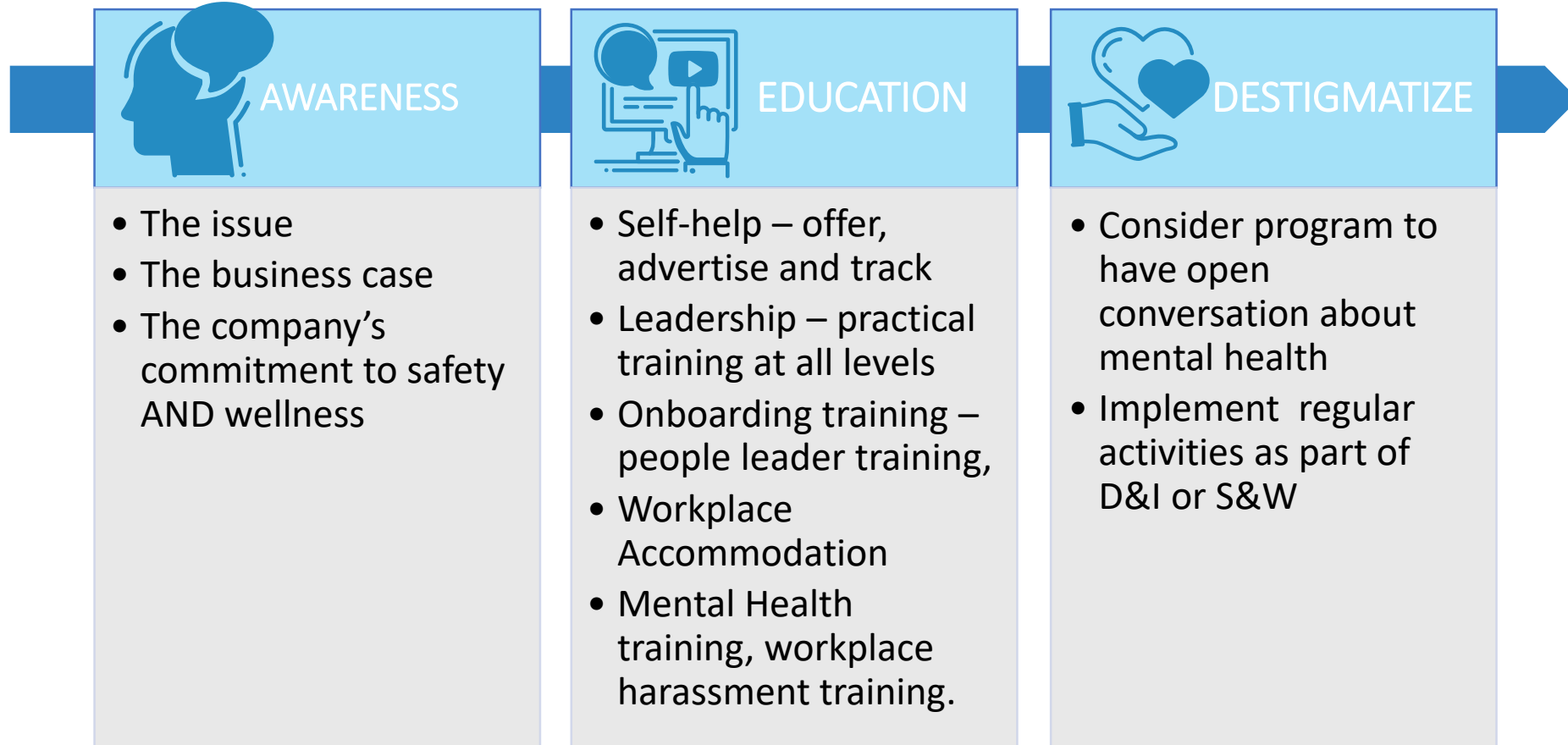
Training in Mental Health at Work
Webinars with different topics regarding
emotional support for associates

Canada has recognized the need to address psychological safety in the workplace:

A faint, light red map of Canada is visible in the background of the slide.

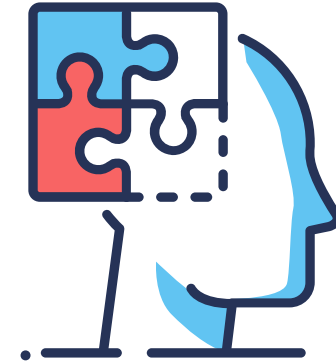
The National Standard of Canada for Psychological Health and Safety in the Workplace has become a recognized and accepted resource for Canadian companies to develop a **PSHSMS – Psychological Health and Safety Management System**

Bimbo Canada Strategy



Leadership Education And Support

- Determined that we need top-down support
- Associates who are aware and asking for help need educated and aware leaders to show acceptance
- Associates need to know their leaders are comfortable talking about mental health
- Reinforces our focus on Safety as Mental health, whether stress-related or a mental illness, is a key contributor to safety issues in the workplace, distrust, low morale and a leading cause of disability.



Healthy Minds People Leader Training

Worked with Morneau Shepell to customize their Mental Health in the Workplace People Leader training



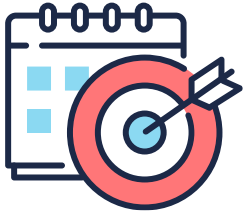
Conducted Focus group sessions, HR sessions and modified training as needed



Pivoted from in-person to virtual in early 2020



Objectives of training:



- ① Understanding Mental Health and the associated stigma
- ② The importance of knowing your associate and their 'normal' behaviour/personality
- ③ Understanding the importance of digging deeper when something goes wrong – not just resort to PIP or performance issue
- ④ How to have a delicate conversation with positive outcomes
- ⑤ Managing through absences and return to work
- ⑥ Demystifying Stress

Mental Health in the Workplace

Our Senior Leaders open the training with this video:

<https://www.wevideo.com/view/1788629828>



Looking Forward

- ✓ We have trained 47% of all people leaders – Goal is 100% of people leaders trained by 2021
- ✓ Regular training from 2022 for all new People Leaders
- ✓ Refresh training with quarterly communication - 2021
- ✓ Condensed 30-minute training video to be deployed to hourly associates for New Hire and Annual Refresher training



Introduced TOTAL HEALTH for all associates effective January 1, 2021.

It is more than just an Employee Assistance Program (EAP):

- Virtual Therapist Platform for longer term mental health care
- Telemedicine offering for associates and dependents
- Online Pharmacy with home delivery
- EAP with new provider who will refer to other services in Total Health as needed

***NOURISH
YOUR LIFE***



NOURISHING A BETTER WORLD