

# Wellbeing

## The Fidelity Journey

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**Christine Dyer**  
**Natasha Wilson**

# Our strategy

## 'Your Balance'

### Why we did it: The business case

Our internal surveys showed increased interest and request for knowledge

Well-being increasingly becoming a hygiene factor to attract and retain talent

Internal approach was patchy and disjointed and seen as 'employee benefits'

Fidelity Investments (our US company had a track record)

Other organisations including our competitors were doing this

Fidelity International's Global Wellness Programme is all about celebrating and recognising our employees



We aim to support our people in their entire lives, not just the part they bring to work

# The Journey

## Year 1 (2017): Scoping and Implementing



# The Journey

## Year 2 (2018): Global Wellbeing Week

71 Events held across 20 global locations



Keep Learning



Take Notice



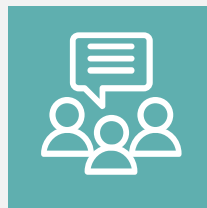
Connect



Be Active



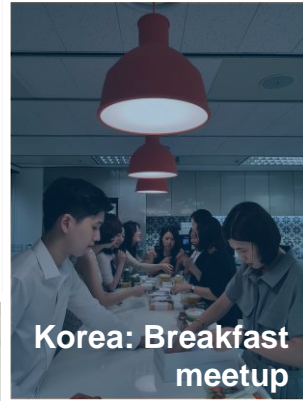
Give



Lux: Fairtrade Breakfast



India: Volunteering



Korea: Breakfast meetup



Germany: Yoga



UK: Choir sessions



UK: Tasting Tables

# Mental Health at Fidelity



# The Journey

## Year 3 (2019): Embedding Behaviours

