



Driving the Idea of Total WellBeing

Maersk group realized the importance of total wellbeing and devised a formal strategy in 2019 to constantly work towards the wellbeing of employees and their loved ones.

RAPID ROUNDUP

- 9000 employees in India reaping benefits in the 1st year of launching wellness initiative.
- EAP provides psychological, legal, and financial assistance to employees and their dependents through global partner ComPsych
- Future focus is on grooming larger leadership and HR partners to be more sensitive to mental health issues

Supporting Employees Through Various Initiatives: Total Wellbeing is clubbed under 4 buckets – Physical, Emotional, Financial and Social. Maersk aims to create an environment that allows employees to take responsibility for their health and wellbeing, and enable them to deliver their best at home and work. One of the core offerings at Maersk is the EAP to provide psychological, legal, and financial assistance to employees and their dependents through their global partner ComPsych, the world's largest provider of employee assistance programs. Maersk GSC was the first entity to go live with EAP services on 1st July 2019.

Tracking Employee Wellness: Additionally, they have also rolled out an interactive wellness application for employees and established medical centres across all sites in India. They provide free Annual Health Check-Ups to all of our full-time employees yearly and tracks the overall company health risk profile. This enables strategic direction setting. The wellness application received a healthy response and there are already 40% of the population (9000 employees in India) reaping the benefits in the very first year of its launch. On the financial wellbeing side, they have launched initiatives like NPS contribution through employer, Car lease program, etc. last year.

Fighting Taboo & Creating Awareness: A clear strategy etched to create a psychologically safe environment at Maersk. This involved identifying the right resources, communication channels, formation of a wellbeing team of likeminded people who genuinely wish to contribute to this cause. In the last 4 months, they have conducted multiple webinars for navigating through Covid-19, awareness sessions for leaders, HR partners & employees. They have also encouraged leaders to be their true selves and share

their stories with a wider audience such that people can relate to, understand, and learn new ways of adapting to the current situation. Going forward the focus will be on building capabilities of leaders and HR Partners.

