

# Wellbeing

## Providing a safe and confidential space for employees to discuss their emotional needs, our Mental Health First Aiders continue to grow in strength and impact.

In 2024, we onboarded our first Megnajet site representative, expanding support across our locations. Existing First Aiders also completed refresher training with St John's Ambulance, ensuring they remain well-equipped to assist colleagues. To further strengthen this initiative, First Aiders meet regularly to support each other and share best practices.

Our new partnership with The Printing Charity has further enhanced wellbeing support, by offering a free, 24-hour helpline with emotional support, line manager guidance, and specialist services such as debt advice.

We remain committed to making wellbeing a core part of our business. All available services are prominently signposted across our sites, and we actively engaged in Mental Health Awareness Week 2024. With the theme "Movement: Moving More for Mental Health," we encouraged employees to participate in lunchtime walks and other activities, reinforcing the connection between physical activity and mental wellbeing.

# 12

## Mental Health First Aiders

Across all sites in the UK



# PEOPLE

# Development

**Launched in 2022, our 'Inspiring EPIICC Leaders' programme equips new and aspiring line managers with the skills, knowledge, and behaviours needed to succeed within Xaar.**

After a successful first cohort in 2023, we welcomed a new group of future leaders the following year, who participated in tailored workshops delivered by our training partner/provider Grassroots. Key topics included leadership styles, managing teams, and navigating change.

For the wider business, our third annual Learning at Work Week was a major highlight. Employees engaged in a diverse range of workshops and events, covering topics from R&D innovations to mastering Excel.

## 301

**Hours of learning during learning at work week**

Collectively across the company



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