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Introduction

Since being founded in 2005, END. has evolved into a technology led retailer that provides luxury and contemporary apparel and exclusive sneaker drops to a global audience.

One of the most influential, forward-thinking and inspirational fashion companies in the world, we pride ourselves on delivering a first-class customer experience, which has underpinned our success.

Over 2 million registered customers worldwide

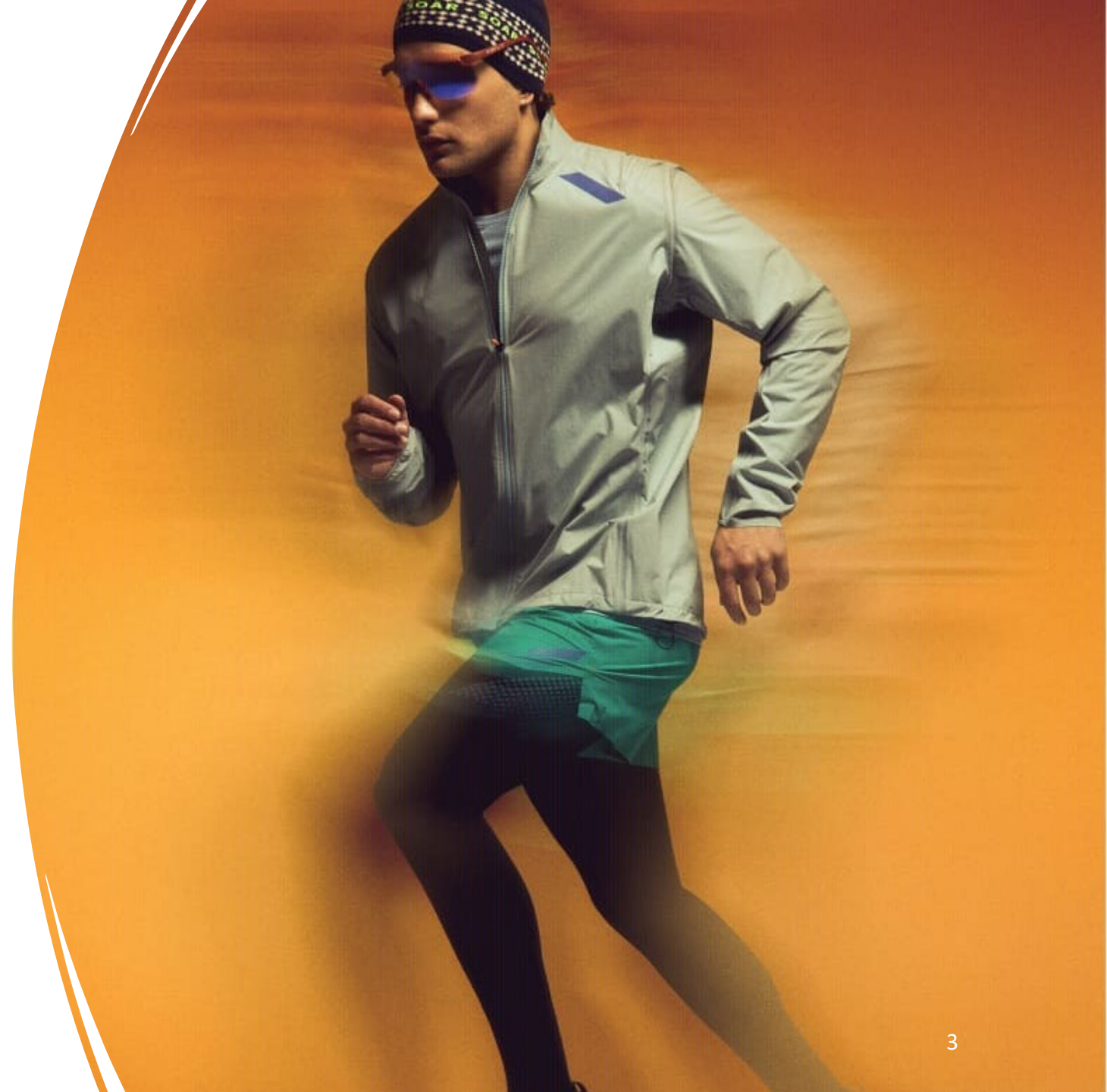
Deliver to over 80 countries around the world

Retail stores in Newcastle, Glasgow, Manchester, London and Milan

Over 1000 passionate and dedicated employees

END. Better Health at Work Award

- END. achieved the Bronze Better Health At Work Award in 2021 and Silver in 2022
- We are currently working towards Gold
- We developed a wellbeing strategy and the award is a support tool giving us a framework to implement this and help to make END. a great place to work
- We recognise that it's our people that make the difference for our customers. It continues to be a key focus to make sure our people have a great experience and are supported throughout their employee lifecycle, which includes our commitment to health and wellbeing



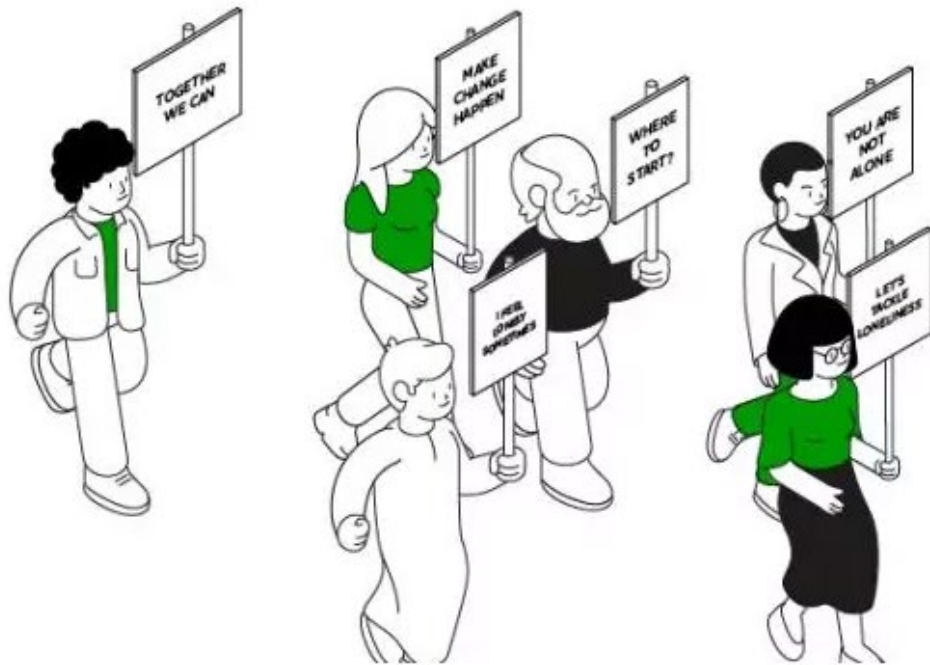
Mental Health & Wellbeing: Mental Health Awareness Week

9th – 13th May 2022



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Campaign Rationale



We recognised that Mental Health Awareness Week was a great opportunity to take further steps to reduce the stigma and discrimination that can take place around mental health.

2022's theme was Loneliness which is more relevant than ever following on from the Covid pandemic.

Some employees may be in need of extra support or able to reach out a helping hand to others and break down barriers so we thought it was important to share some information on this.

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Mental Health & Wellbeing Campaign

Throughout Mental Health Awareness week we ran activities to spread awareness and reduce stigma, particularly around loneliness.

- Messages to encourage employees to reach out to someone they hadn't spoken to in a while and take a break to chat with colleagues
- Shared volunteering opportunities in the community
- Mental Health Foundation's campaign to have the largest collective sharing of loneliness experiences on social media with the hashtags #IveBeenThere and #MentalHealthAwarenessWeek
- Shared the webinar from the Sunderland Workplace Health Alliance which had guest speakers from NECS, Mental Health Matters and If U Care U Share
- Wear It Green Day and sold green ribbon badges to raise money for the Mental Health Foundation



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Mental Health & Wellbeing Campaign



Community Connectors In partnership with **The Sunderland Wellbeing Network** and **Mind Washington**

Would you like to make a difference by being kind, approachable and understanding?

Are you a friendly face?

Could you offer time and a connection to those of us who are feeling alone or socially isolated?

If you answered yes to those questions, you could be a volunteer Community Connector!

Each Community Connectors workshop will train people who wish to become Community Connectors in their locality.

We are hosting FIVE of these workshops across Washington, The Coalfields, Sunderland North, East and West...

Scan here for more info...



The session will be taking place on Wednesday 11th May at 10-11.30am.

The Interview Room at Parsons Road will be booked for anyone wishing to attend, alternatively you will be able to join via the Teams link

North East Counselling Services Newcastle Gateshead

Home page - North East Counselling Services Newcastle Gateshead

Addressing Mental Health issues early can have real, positive impacts on people and all aspects of their life Why choose NECS for Mental Health support? Right time – we can normally offer you an appointment within a week of registering Right person – getting the relationship between you and the counsellor right is important. We've ... Home page Read More » (268 kB) ▾

Estimated reading time

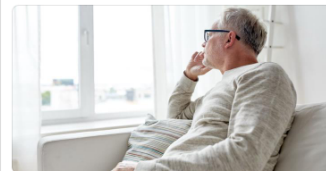
7 minutes



mhm.org.uk

Mental Health Matters

Mental Health Matters is a nationwide charity providing a wide range of support to people with mental health needs.. (63 kB) ▾



If U Care Share

Supporting families affected by suicide | If U Care Share

Providing prevention, intervention training & support of those affected by suicide.



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Mental Health & Wellbeing Campaign

"Really insightful webinar, this came in really handy for me as I am currently supporting an elderly relative. The session gave me some good ideas in order to support them but also for me personally and how to handle that"

Returns Coordinator

"I was encouraged along with the rest of the team to 'wear it green' for charity to raise awareness for mental health. It was great to get together and discuss the topic (whilst I was in my green dressing gown!)"

Logistics Associate

"Its brilliant you are pushing this week's mental awareness week across all platforms so staff can see and put themselves forward if they feel they need advice and help."

Logistics Associate

"Please continue with the brilliant work the People Team are doing on this subject, I know only too well myself how hard it is to cope with MH issues and stigma that goes with it."

Logistics Associate



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Ongoing Support

MHFAs

Wellbeing in
1-1s

EAP

Training and
resources



Mind section
on Wellbeing
Centre

Wellness
Action Plans

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Financial Wellbeing: Savings, Pensions & Will Writing

July 2022



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Campaign Rationale

Financial wellbeing is so important for overall wellbeing, particularly in the current economic climate following on from a pandemic and now the rising cost of living.

People often find it uncomfortable to talk about finances or don't know where to look so we want to normalise it and make advice easily accessible so that our employees can understand their personal finances more and what support is available.

Due to the young average age of our workforce, a lot of our employees may not have thought about their pension or having a will in place however it is important for them to be aware of their options.

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The Will Guys

A Guide to Making a **Will**

Town Hall Chambers, High Street East, Wallsend, Tyne and Wear, NE28 7AT
www.thewillguys.co.uk

Financial Wellbeing Campaign



- Two financial advisors on site on 26th and 27th July ahead of National Financial Awareness day.
- Group presentation on pensions & investments which employees could attend in person or remotely.
- 1-1 sessions with the advisors (in person or via Microsoft Teams) for free will writing, mortgage reviews or helping with any other financial topics that people wanted to discuss.
- Comms directed employees to the Money section of our Wellbeing Centre on END. Exclusives. This includes expert guides to help with topics such as budgeting & spending, credit & borrowing, protection, savings, investments. There's also money tools including a budget planner, pensions calculator, loan calculator and mortgage affordability tool.

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Financial Wellbeing Campaign

www.thewillguys.co.uk

FREE single basic Will for all END. employees and a 50% discount for partners!

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David Pill
Will Writer

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03330 124 308
david@thewillguys.co.uk



Welcome to Money

Expert guides, tips and tools to help you manage your money better and improve your financial wellbeing.

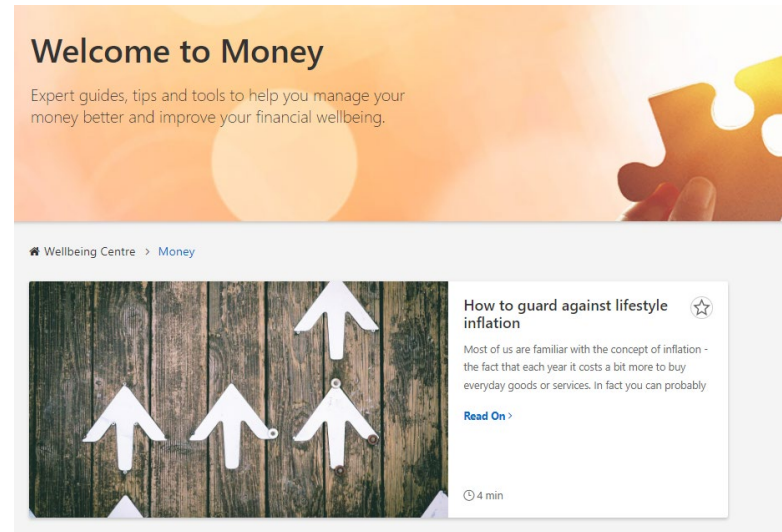
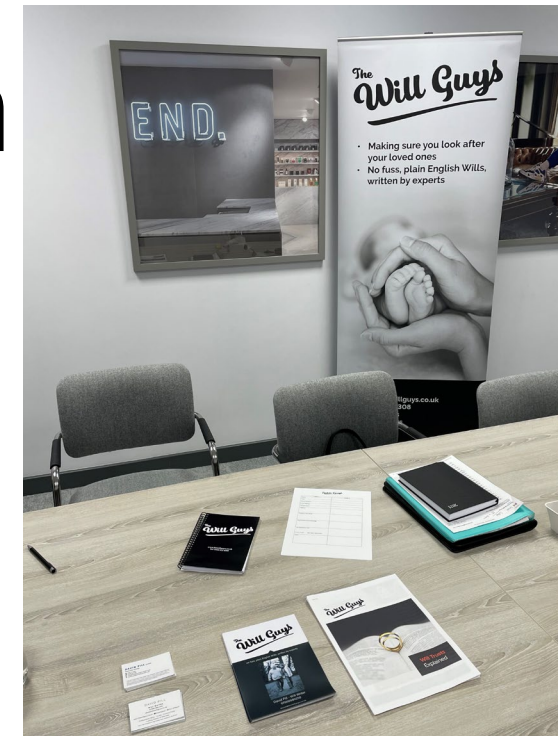
Wellbeing Centre > Money

How to guard against lifestyle inflation

Most of us are familiar with the concept of inflation - the fact that each year it costs a bit more to buy everyday goods or services. In fact you can probably

[Read On >](#)

4 min

Mortgage Review

Whether you're buying your first home or your current mortgage deal is coming to an end, Platinum Financial will provide all END. employees with a **FREE** mortgage review.

Buying your first home has been listed of one of the most stressful life events a person can go through! At Platinum Financial, we can help you plan for this and guide you through the process when you're in a position to buy your first home.

If you already have a mortgage this should be regularly reviewed. If you do nothing and rates change or your mortgage deal ends and you move onto the standard variable rate, you could end up paying more than necessary.

For more information, contact David Pill quoting 'END' for a **FREE** mortgage review.

David Pill
Mortgage & Protection Adviser

07966 980 250
david@myplatinumfinancial.co.uk
www.myplatinumfinancial.co.uk







PLATINUM FINANCIAL

Platinum Financial Ltd, Town Hall Chambers, High Street East, Walsband, NE28 7AT
Your home may be repossessed if you do not keep up repayments on your mortgage.

Platinum Financial Ltd is an appointed representative of Farnes Mortgage Network, a trading name of First Complete Limited which is authorised and regulated by the Financial Conduct Authority.

Money Tools

[See all >](#)

 <p>Budget Planner</p> <p>Put yourself in control of your money.</p>	 <p>Pensions Calculator</p> <p>Find out your likely retirement income.</p>	 <p>Loan Calculator</p> <p>Check how much a loan will cost you or how quickly you can pay off your existing loans.</p>	 <p>Mortgage Affordability</p> <p>Check how much you can borrow to buy a home.</p>
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Financial Wellbeing Campaign



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"David was very helpful, provided practical advice and helped provide us with our wills. He's since provided us with life insurance advice and I would recommend to anyone!"

Operations Manager

"The advice given was so easy to understand and I didn't feel stupid asking any questions as everything was explained so clearly. I wouldn't have looked into this kind of service on my own as I would have expected to pay for it."

Designer

"I didn't realise how many free tools were available on END. Exclusives. I've already used the mortgage affordability calculator as I'm looking to buy my first house."

Stylist

"I attended one of the financial awareness sessions with David Pill, I was offered this via the People Team and booked in to the e-calendar with ease. I took the opportunity to sit and speak with David about mortgages and to gain an insight into savings"

Image Retoucher

Ongoing Support

Breakfast
and fruit

Discounts

EAP



HSBC
webinars

Cost of
Living
payment

Money
section on
Wellbeing
Centre

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Any questions?

