

IPSOS CARES:

**GLOBAL WELLBEING
AND HEALTH PROGRAM**

A PRIORITY FOR IPSOS

Keep people at the heart of our strategy

We are committed to be the best place to work in our industry



Perrine Dufros
Chief People Officer

At Ipsos, we are committed **to delivering a unique people experience** while preparing our team for the future and developing inclusive leadership.

By keeping people at the heart of our strategy, **we create an environment where they can thrive and contribute to the success of our organization.** We are united by strong values: *Integrity, Curiosity, Collaboration, Client First, and Entrepreneurial Spirit.*

The Ipsos Cares program is designed **to create a strong connection with our people and support them in their journey towards personal and professional fulfillment.**

We believe in technology, caring leaders, and a supportive work environment to ensure the wellbeing of our people. This not only enhances employees' overall satisfaction and engagement but also cultivates a positive team dynamic, collaboration, and creativity within the workplace.

IPSOS CARES: OUR 3 PILLARS

The Ipsos Cares program is founded on the principles of **Mental**, **Physical**, and **Social** health, as they collectively address the comprehensive needs of our people.

MENTAL

Offering employees a strike balance between achieving business goals, managing mental, financial and work-life balance at work.

PHYSICAL

Promoting employees' physical wellbeing to improve their working lives whilst helping to boost performance and productivity.

SOCIAL

Creating a social wellbeing environment by fostering a supportive, diverse, and collaborative workplace.

By focusing on these three pillars, **we aim to empower employees to lead healthier, happier, and more fulfilling lives**, recognizing that true wellbeing goes beyond simple physical health and encompasses the complex interaction of mind, body, and social connections.

MENTAL HEALTH

MENTAL HEALTH: OUR COMMITMENT

At Ipsos, we are attentive to one's thoughts, feelings, and behaviors. We encourage an open dialogue about mental wellbeing in the workplace and signpost employees to support and resources, around three initiatives: **mental assistance**, **work-life balance**, and **financial tools** to help them feel secure and make better decisions.

By promoting mental wellbeing globally, Ipsos strives to foster a culture where employees can thrive both professionally and personally.

WE OFFER

- **Flexible work schedules** to support mental health and personal needs
- **Family-friendly benefits**, such as parental leave or childcare support
- **Support and best practices** to prioritize employees' wellbeing and reduce stress
- **Access to mental and financial health support** through the Employee Assistance Program and a psychological hotline
- **Personalized exercises and resources** to improve mental health through the United Heroes app

WE PROMOTE

- **Inclusion and diversity** for employees to be truly themselves
- A **culture** that values work-life balance, mental and financial health and self-care

PHYSICAL HEALTH



PHYSICAL HEALTH: OUR COMMITMENT

We promote a workplace culture that actively encourages and supports employees' physical wellbeing. Through various initiatives, we strive to empower them to make informed choices regarding their physical health.

Our goal is to create an environment in which we prioritize employees' physical health, enabling them to realize their potential both personally and professionally.

WE OFFER

- **Physical activities**, wellness programs, gym membership, and challenges for employees to stay motivated and active.
- **Customized fitness programs and health challenges** through the United Heroes app.

WE PROMOTE

- **Awareness** about the importance of proper ergonomic workstation setup, breaks, and stretching
- Regular exercise and using time off to recharge
- Healthy eating and sleeping habits

SOCIAL HEALTH

SOCIAL HEALTH: OUR COMMITMENT

By encouraging positive social interaction, strengthening team cohesion, giving back to our communities, and collaborating cross-functionally, we create an inclusive and respectful workplace where employees feel valued, respected, connected, and proud to belong.

We want our people to be the best they can be (at work).

WE OFFER

- **Training and education** on unconscious bias, discrimination.
- **Networks to encourage positive relationships** and foster a sense of belonging, inclusivity, and equal opportunities.
- **Team building**, social events
- **Celebration** and **recognition**
- **Community engagement and social connections** through team activities and events via the United Heroes app

WE PROMOTE

- Employee engagement and participation in **volunteering activities**
- **Collaboration** and **open communication**

