

Using Sustainability to build a Modern Workforce

A focus on Wellbeing

Rob Dixon

Group Sustainability Director

LSL Property Services PLC



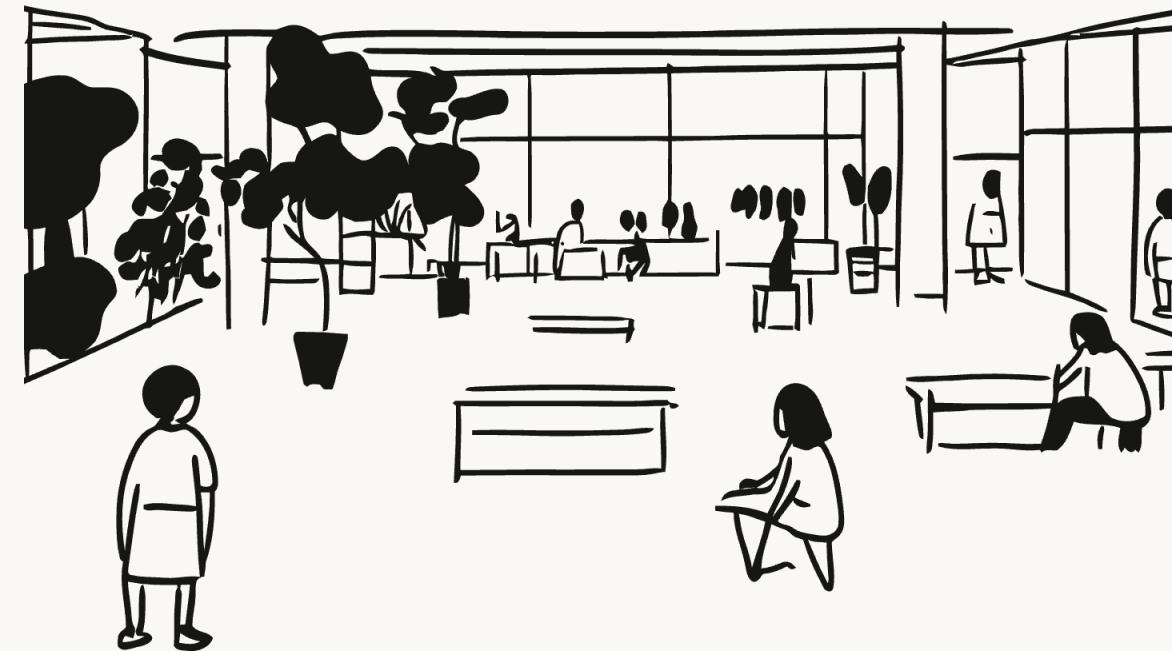
About Me

Rob Dixon

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With 20+ years' international experience across industries from technology to energy, with the last six in sustainability, I am passionate about leveraging sustainable practices to drive lasting value and business growth.



The New Workforce Reality

Wellbeing as a Priority

Mental, physical and emotional health are now core to workforce success.

Resilience in a changing environment

Employees need support to adapt to evolving work demands.

Work-Life integration

Flexibility and balance are essential for sustainable performance.

Purpose-driven engagement

Alignment of an organization's culture and employee's personal values.

This isn't a trend - it's the new baseline for workforce engagement.

Research shows

65%

of UK employees feel
burned out due to work.

The State of Wellbeing at Work Report 2024 - employment hero

57%

of workers rated their
overall work-life balance as
poor, very poor or average.

The State of Wellbeing at Work Report 2024 - employment hero



Sustainability: The Strategic Vehicle



Social Pillar

The Social element of Sustainability provides a robust foundation for action.



Measurable & Reportable

Ensures transparency and accountable progress to a wide range of stakeholders.



Strategic Focus

Provides strategic intent and practical frameworks to elevate wellbeing beyond an initiative to being critical for long term sustainable growth.



The Approach

01

Assess

Understand your current gaps, risks and opportunities.

Use surveys, focus groups and existing data.

02

Design

Develop wellbeing strategy and programme to address findings while aligning with organisational values & purpose.

03

Embed

Integrate wellbeing into policies, processes, leadership behaviours, and day-to-day work.

04

Measure & Improve

Continuous improvement ensures the programme evolves with workforce expectations and organisational goals, reinforcing long-term adaptability and resilience.



Assessment – Set the baseline

Listening Strategy

- Employee Surveys
- Pulse Surveys
- Colleague Engagement Forums

Existing Data Sources

- Materiality Assessment
- HSE Management Audits
- Occupational Health Assessments

External Benchmarking

- Market insight data
- Peer analysis



Design – Creating a targeted strategy

The Right Roles

Assign specific responsibilities for workforce wellbeing initiatives and outcomes.

Framework Alignment

Integrate wellbeing strategies with existing organisational structures and processes.

Strategic Investment

Link investments back to the cost of hiring, skill loss, and retention challenges.



Embed – Turning strategy into daily practice

Tools & Processes

- Policy development
- Employee Value Proposition
- Performance Reviews
- Recruitment & Onboarding

Lead by example

- Empower leaders to own and champion wellbeing
- Incorporate sustainability into leadership frameworks

Putting Wellbeing to Work

- Benefits & Reward
- Learning & Development opportunities
- Digital tools that empower people to manage their wellbeing



Improve – Measure, Review and Evolve

KPI's & Metrics

- Engagement scores
- Absenteeism
- Turnover
- Wellbeing Indices

Feedback Loops

- Team check-ins & town halls
- Focus groups & workshops
- Leadership performance reviews
- Surveys

Transparency & Communication

- ESG & Sustainability Reporting
- Voluntary Disclosures
- Audits and Open Dialog

Bringing it all together

There's no one-size fits all, but at LSL, this is how we are leading the way.

Making Wellbeing a Priority

- Appointed a dedicated Engagement & Wellbeing partner
- Leadership sponsorship
- Included wellbeing as part of designing our new Head Office

Aligning frameworks & taking action

- Better Health at Work
- Great Place to Work
- Disability Confident Leader
- Mental Health First Aiders

Ways of Working

- Made wellbeing a core objective for our Sustainability Forums
- Assessed how we communicate – clarity, accessibility and timing
- Introduced 'Thank you' notelets

Looking Forward.....

- Making Sustainability a key part of the Employee Value Proposition
- Exploring strategic charity partnerships

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Q&A

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