

RECYCLED

BEAUPARC GROUP MAGAZINE

Wellbeing Edition

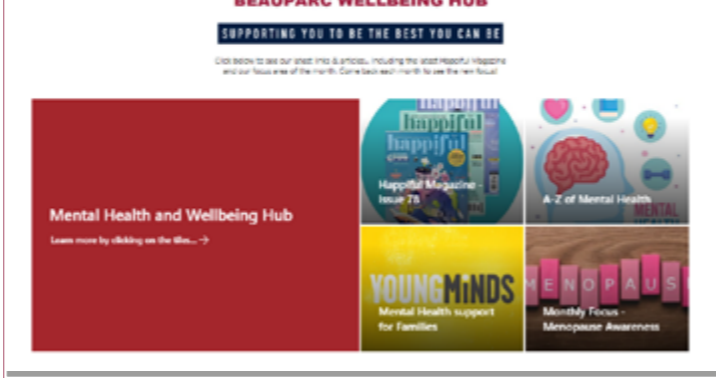
Beauparc

NEWS FROM THROUGHOUT THE BEAUPARC GROUP OF COMPANIES - IRELAND, UK, HOLLAND

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Today's fast-paced work environment, taking care of your wellbeing is crucial for both personal fulfillment and professional success. Here are seven invaluable tips to help you thrive in the workplace and maintain a healthy work-life balance.

- 01 Health & Safety**
Promoting a culture of safety, we provide training and resources to our employees, aligned with our internal SHEQ program, "Safer Together," to prioritize workplace well-being and personal safety.
- 02 Drinking Water**
If you find it difficult to drink more water at work, consider using a reusable water bottle, adding fruit for flavour, and setting goals with reminders for regular hydration.
- 03 Stress Management**
To manage stress and prevent burnout at work, try listening to music or podcasts, seeking support from colleagues or supervisors when needed, and socializing with co-workers during breaks to shift your focus away from work.
- 04 Smart Snacks**
Some water-rich fruits, such as watermelon, strawberries or oranges, can help you stay hydrated. Snacking throughout the day can also support your energy levels, avoiding that afternoon slump.
- 05 Optimise your Workspace**
Sitting at your desk for long periods can put pressure on your neck, shoulders, and spine. Maintaining good posture, stretching regularly, and ensuring your screen is at eye level can help to reduce strain and discomfort.
- 06 Take a Break**
Taking your lunch break away from your desk or station, while getting some fresh air, can rejuvenate both your mind and body. If you can't get outside, consider finding a quiet space as this can still provide a valuable mental break and help reduce stress.
- 07 Quality Sleep**
A good night's sleep, ideally around eight hours, prepares you for the day ahead, enhances focus, and prevents daytime fatigue. Establishing a bedtime routine and minimizing distractions can improve sleep quality, helping you feel more alert and energized during work.

↓ LAUNCH OF DIVERSITY GROUP



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Wellbeing Hub



Sometimes we all need somewhere to turn for a bit of advice or guidance. The Beauparc Wellbeing Hub offers all colleagues exactly that support.



We've published details of confidential helplines and information about what each partner can support you with.



There'll be regular information, updates and topical wellbeing articles, guidance for better health and living, and downloads to help support all colleagues.



Above all, the Beauparc Wellbeing Hub is easily accessed, anyone with a work email address is able to log in via Sharepoint. Alternatively, it can be accessed via the LMS for colleagues without a work email address.



So, if there's a specific subject you'd like us to cover via the Wellbeing Hub, or have any thoughts or comments, we've developed this anonymous feedback form to give you the opportunity to have your say.

100% safe and secure and no requirement for your name, email address or even the site you work at!



Simply scan the QR and you'll be directed to an online questionnaire.

Without your input we can't evolve and develop the Hub to help more people.

Purpose of the Wellbeing Hub:

The wellbeing hub has been created to ensure that all of our employees have access to wellbeing information and support, whenever they need it and in whatever way works for them.

Talking - The hub includes details of helpline numbers with the Lighthouse Club where all of our employees and their families can get support 24/7 and can be directed to the help that they need.

Making the first move - If speaking to someone isn't right for you and you find it difficult to pick up the phone, then you can text your details to the Lighthouse Club, and they will call you back!

Information - Even if you don't want to talk to anyone at all, the hub gives regularly updated information that will help you navigate the concerns that you may have. Links are available for the most common reasons of wellbeing concerns, from mental health to family concerns, to other health information and advice.

Monthly Focus - Every month, a new subject will be highlighted around wellbeing and how you can support yourself and get help in a given subject. This will be updated and information from previous campaigns will be available for you to see, so there will always be an ongoing pool of resource, even if you just want to find information out yourself!

The wellbeing hub is a one stop shop for your wellbeing needs, that will grow over time and change with your feedback. It is important that this is right for you, our colleagues!

The screenshot shows the 'BEAUPARC WELLBEING HUB' website. At the top is the Beauparc logo. Below it is the tagline 'SUPPORTING YOU TO BE THE BEST YOU CAN BE'. A sub-header reads: 'Click below to see our latest links & articles... including the latest Happiful Magazine and our focus area of the month. Come back each month to see the new focus!'. The main content area features four tiles:

- Mental Health and Wellbeing Hub**: A red tile with the text 'Learn more by clicking on the tiles... ->'.
- Happiful Magazine - Issue 78**: A circular tile showing the magazine cover.
- A-Z of Mental Health**: A tile with a brain icon and the text 'MENTAL HEALTH'.
- YOUNG MINDS**: A yellow tile with the text 'Mental Health support for Families'.
- MENOPAUS**: A tile with the text 'Monthly Focus - Menopause Awareness'.

Lighthouse Charity

The Lighthouse Construction Industry Charity is the only charity that provides emotional, physical and financial wellbeing support to the construction community, their families and all associated industries. A crucial element of their strategy is to provide a wide range of free and widely available pro-active resources to support the industry.



By committing to an annual donation and becoming a Company Supporter, Beuparc has provided Lighthouse with a predictable and sustainable income so that they can plan ahead. This means that not only can they sustain their huge portfolio of existing resources, they can also extend their charitable services to reach more and more people that need their support.

The Lighthouse vision is that no construction worker or their family feels alone in a crisis. Below are details of the latest campaign **#MakeItVisible**.

Make It Visible is an industry wide taskforce and its goal is to:

- Unite the industry wellbeing projects into one major recognisable movement,
- Investigate, qualify and publish best practice from home and abroad,
- Implement services that deliver measurable improvement to the welfare and wellbeing of our workforce in the shortest period of time,
- Promote a more proactive, preventative approach to wellbeing across construction,
- Drive long term culture change within the industry to promote equality, diversity inclusion, fairness and respect that will ultimately promote construction as a career choice for generations to come.

The power of **ONE** and the best of **MANY**



IF YOU'RE STRUGGLING, HELP IS HERE!

The Lighthouse Construction Industry Charity is the only charity dedicated to providing support for construction workers and their families.




Helpline  **24/7 FREE AND CONFIDENTIAL ADVICE TO ANYONE WORKING IN CONSTRUCTION**

UK 0345 605 1956 ROI 1800 939 122

TEXT HARDHAT TO UK 85258 OR ROI 50808



We give information, advice and guidance and if required telephone counselling on:

 <p>EMOTIONAL WELLBEING COVERING</p> <ul style="list-style-type: none"> STRESS ANXIETY DEPRESSION ANGER SLEEP SUICIDAL THOUGHTS 	 <p>PHYSICAL WELLBEING COVERING</p> <ul style="list-style-type: none"> OCCUPATIONAL HEALTH ACHES AND PAINS NUTRITION WEIGHT MANAGEMENT CANCER SUPPORT ALCOHOL & DRUG ADDICTION 	 <p>FINANCIAL WELLBEING COVERING</p> <ul style="list-style-type: none"> EMERGENCY FINANCIAL AID STATE BENEFIT ENTITLEMENT BUDGETING DEBT MANAGEMENT TAX, CIC AND LEGAL ADVICE RETIREMENT PLANNING
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#MakeItVisible

SUPPORTING WELFARE AND WELLBEING IN CONSTRUCTION

Access **FREE** Support

MakeItVisible.info



WORKPLACE WELLBEING

In today's fast-paced work environment, taking care of your wellbeing is crucial for both personal fulfilment and professional success. Here are seven invaluable tips to help you thrive in the workplace and maintain a healthy work-life balance.

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Pride Events

International Pride Day and the month of Pride was celebrated throughout the Beuparc Group this year. Celebrating Pride Month, it's important to remember the long and courageous journey members of the LGBTQI+ community have taken, and the social changes in perception and understanding that have been undertaken to get us to where we are today. History shows us that the issues that impact the lives and rights of so many people have resulted in persecution for centuries. Looking to the future, we know progress is still to be made and we can all help achieve this through inclusion rather than division.

At its core, Pride month presents us with an opportunity to remind ourselves of all the values Pride has championed and stands for; the concept of accepting differences, understanding each other's challenges, and embracing inclusivity throughout all our communities. This is not only true within the LGBTQI+ community, but also within all diverse and minority groups, which allows pride month to be seen as a beacon around how this can be achieved, both now and in the future.

Teams from throughout Beuparc have been supporting Pride events in Leeds, Lincoln, and Dublin; joining with diverse communities to celebrate the sustainable values everyone shares. The stories of the LGBTQI+ communities in the UK and Ireland are all different, but they represent one voice... that of the ambition to be seen as equal and understood within all parts of our society.

Our colleagues are volunteering at pride events throughout the UK, that we're supporting as a group. We can't wait to share more stories and photos with you!



Lincoln Pride 2023 (above): Lincoln Pride UK has been providing a fun and safe space in the East Midlands for people in Lincoln and the surrounding area. Each year, the day has grown. From humble beginnings in City Square, to Brayford Wharf, to the spacious and central Tentercroft Street Car Park which is the events latest home.

With each change, Lincoln Pride welcomes an increasingly wide range of members of the local community. Every year, the team are stunned with the response from Lincoln, its residents and the businesses which are located here.

Incorporating charities and local companies with the common goal of promoting equality and diversity is integral to making sure Lincoln Pride is a success.



Dublin Pride 2023 (left): 2023 marks a series of anniversaries of important events in the history of Pride and LGBTQ+ rights in Dublin. It's the 50th anniversary of the first LGBTQ+ group in Dublin, the Sexual Liberation Movement in Trinity College. The 40th anniversary of the famous march to Fairview Park and the first Dublin Pride Parade and the 30th anniversary of the decriminalisation of homosexuality in Ireland.

Leeds Pride 2023 (below): Leeds Pride is an annual LGBTQIA+ Pride celebration held in the city of Leeds, West Yorkshire, England. Leeds Pride is one of the biggest free pride events in the UK.

As one of the biggest cities in Yorkshire, Leeds Pride has been one of Yorkshire's leading events for the LGBTQIA+ community for the last 15 years.

Leeds Pride aims to celebrate and champion the people of West Yorkshire. Every year, Leeds Pride attracts over 50,000 people and the parade through the city features over 100 floats.



DE&I Strategy

What is DEI?

Diversity, Equity, and Inclusion (DE&I) is the description of actions, policies and communication methods which ensure that we, as a business, include everyone, make everyone feel as if they belong to the Beuparc company. This culture allows future development of our business to be done in a sustainable and dynamic manner.

- **Diversity** ensures that we build a workforce that gives us a range of perspectives, ideas, and insights in everything we do.
- **Equity** ensures that we remove barriers and value the differences in everyone, to ensure that everyone feels included and can reach their full potential, within our business.
- **Inclusivity** creates an environment where people are respected for being unique and are valued for their contributions and celebrated for being able to be their authentic selves.
- Innovation and accepting ideas from all everyone is key to us being a success, and DE&I, embedded throughout our business ensures that we will achieve this in the fastest way possible.

Beuparc’s vision for Diversity, Equity & Inclusivity:

To create a culture where we are proud to embrace a sense of inclusion, belonging and opportunity for all backgrounds, groups and communities. Where we attract talent and nurture all of our employees in a consistent manner, resulting in equity for everyone and where all of our employees are engaged in the success of the business, through belief, knowledge and understanding via effective and innovative communication streams.

The four pillars of DEI strategy which will drive the required culture change in the business, all linked together by the creation of Business Values and Objectives to give direction:



How will this be achieved?

Below are the six actions that will be executed in order to understand, develop and nurture the DEI culture within Beuparc, over the coming two years:

- 1 Understand current position in the business around DEI through internal conversations and indexing support from external suppliers. Determine a baseline for current activity which will be developed by further actions.
- 2 Develop and implement a set of key metrics. Linking together engagement, diversity groups and culture in a set of targets, aligned with Macquarie, which deliver future growth in the business, along with gender pay reporting in line with requirements.
- 3 Deliver a calendar plan of communication activity which drives a focus on DEI across all aspects of the business, through social posts externally and effective communication internally. Implement employee diversity champions and forums to ensure we listen effectively.
- 4 Talent and Succession attraction plans to include DEI as part of the Employee Brand Proposition and interview and selection process. Focus on early careers and the achievements driven through recruitment, onboarding and induction to enhance the future culture.
- 5 Develop a suite of L&D opportunities for all employees, around DEI and wellbeing. Includes the meaning of DEI, unconscious bias and cultural awareness. Wellbeing information to be made available for all employees through dedicated portal with Mental Health first aiders.
- 6 Conduct a group-wide Engagement Survey across all Beuparc companies, based around understanding of the current position (engagement score) and then working with leaders and employees to build actions that promote engagement across the business.

John Boland

Written by Mike Robinson

It's funny how people are thrown together....

23rd July 2021, I remember the very first telephone call with John Boland; I was driving back from Dunfermline in Scotland having just picked up our new puppy. John had called me to ask why there was nothing in the very first edition of the Beauparc Group magazine about employee welfare and wellbeing. We spent an hour on the phone and little did I know that just over 2 years later, he and I would be good friends and collaborating on this specific Wellbeing edition.

So, I want to share a little bit of background with you about my friend John. John's an amazing, selfless and authentic person and he'd probably agree with me that one of his faults is that he gives too much and at times needs to step back and look after him self a little more.

I can see him grinning as he reads that because he knows it's true.

Here's the history of what makes him the man he is....



Written by John Boland

It was 2019 when things got completely on top of me. I had several things going on in my life that were having a terrible negative impact on me mentally and physically. I know life hits us with many challenges but, for me I was not succeeding in resolving any of these issues at that particular time. One negative thought led to another negative thought and in return, led to the negative thoughts spiralling out of control and I was going downhill rapidly.

In public I tried to carry on as best as I could however, privately I was convinced that I was one million per cent a hindrance to everyone. I was convinced I had no control of my thoughts. I was down, depressed and frightened about how I was feeling and set out to take my own life - convinced that it was the best thing to do. Thinking back as I'm writing this brings back horrible

feelings of how I was feeling. I was gone so far past caring about people that I loved so much at that point, it was genuinely scary.

At this particular time, for whatever reason, I will never know, I met three different people totally out of the blue. Not planned - just people I knew. Just by talking to me and seeing something in me they advised and encouraged me to go to my Doctor ASAP. Within a couple of days I was attending Suicide Awareness Dublin 15 and taking medication. By taking the medication, the support from amazing friends and family who I love dearly and the counselling, these are the reasons I am here today.

Session after session with my counsellor (Anne), working on myself through a Self Awareness Life Skills course, I also completed a Mindfulness Based Stress Reduction course which has been a pathway to positivity and has made me stronger and a much happier person. I now meditate, attend Bikram Yoga classes and regularly do Sunrise Swims. Comparing where I am today to where I was before I sought help, is actually amazing! Realising it's okay not to be okay and seeking help is also okay.

If there is one thing that I could ask those who are reading this to do is: **PLEASE, PLEASE** talk to someone if you feel down. I did and I'm here today because I did. Suicide Awareness Dublin 15 through it's counselling service helped me, that is why over the course of the next 12 months I hope to raise some money for the two charities that are not Government funded. And give back something to them to say thanks for saving my life.

Three years on from some of the darkest times in his life, John reached the pinnacle of his recovery with an expedition to Everest Base Camp. His mantra of #DarknessIntoHeight illustrates the ability to overcome, even the most challenging times with the right support, guidance and help.





John's story doesn't stop there...

He's a real advocate for wellbeing and would be the first to tell you that wellbeing doesn't stop when you leave work.

Week in, week out without fail, John imparts his energy and experience to help others. During the week you'll find him in the hills, leading huge groups of people on hikes and then on a Saturday morning, along with others he'll be wild swimming down at the shelters - giving his time and energy to helping other people through their own mental health struggles.

John introduced me to the Lighthouse Charity some time ago, and I'm delighted that as a business, Beauparc is now a Company Supporter, recognising the valuable support and contribution they can give to our entire team.

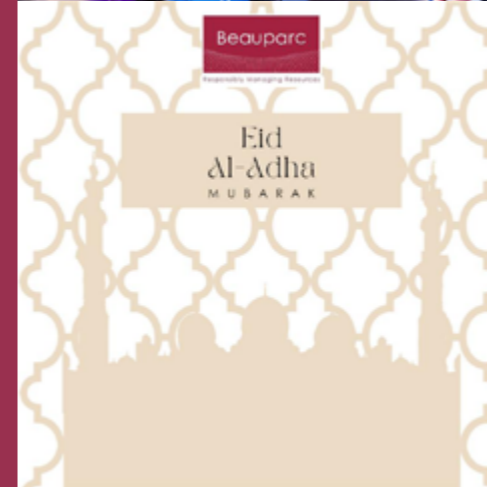
Theres rarely a week goes by that I don't get a WhatsApp, a phone call, or a text and vice versa. 9/10 times he listens and thats sometimes all it takes.

So, from a first phone call where he challenged me on why we didn't include wellbeing in the company magazine to becoming really great mates, the subject of wellbeing, shared interests to help others, and a determination to be on a journey of change continues to drive us forward.

I'm not just proud to have John as a friend but feel very lucky for Beauparc to have such an advocate of mental health and wellbeing.



Beauparc Diversity Group



Throughout 2023, so far, we've messaged everyone about a variety of events and significant and notable calendar dates throughout the year. These have included.....

- International Women's Day
- Pride
- Eid
- A variety of charity days and events
- Mental Health Awareness Week
- Health awareness days

There are so many more planned, as well as events centred around Beauparc's Diversity, Equity and Inclusion strategy.

Every event we celebrate presents a perfect opportunity to engage with everyone to determine your thoughts on the value of creating a group wide Focus Group around Diversity, Equity, and Inclusion. It would aim to gather views on current practices, policies, and organisational norms across all Beauparc companies, and concentrate on implementing practical changes and initiatives which will contribute to supporting Beauparc's wider, group DE&I statement; with the aim to focus on fostering an inclusive culture across all areas and increasing individual engagement with everyone.

To enable us to organise the next steps, we're looking for a show of hands from those that wish to learn more and would like to contribute towards this focus group.

If you've already noted an interest to be involved, we haven't forgotten you, this is an additional communication and request to ensure as many people have the opportunity to join in from throughout the group.

There are several ways to register your interest.

Email: staff@beauparc.co.uk
WhatsApp: +44 7745538932

We'd encourage anybody from anywhere within the group to join in and help us shape the future of diversity within Beauparc.



Scan left for links to all
Beauparc's social media pages