BH2854 05/2	22

Employer visits and reasonable

adjustment discussions

Helping our Group Income Protection customer's employees access the right support for work

related stress, at the earliest opportunity

Each year, stress leads to more than 12 million lost working days. Stress is an emotional state - a little in the workplace can lead to increased concentration and motivation. But if stress becomes too much and continues for too long, this can lead to mental and physical illness. So, looking after employee mental health, as well as being able to spot the signs of stress is something all companies must equip themselves for.

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Training for Line

Managers and HR

Support for your business

Click each item to see

more infomation

Support for your emp	ployees						
$\bigcup_{i=1}^{n} Click each item to see more infomation$	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establish work-related stress or mental ill health	Return to work support and planning	Wellbeing resources	Links to support networks	
 How we're supporting workplace wellbeing Be Well Hub Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find: Tools to help you create or update you create or update can signpost your employees to and implementation Practical ideas for quick wins and implementation A reminder of the wellbeing services available to you with our Group Protection products 							
			For more information, please	visit legalandgeneral.com/be-w	vell —	BH2854 05/22	

Contacts for help

and signposting

Awareness

materials

Work-Related Stress Care Pathway

Mental Health

First Aid Training



Return to

work plans



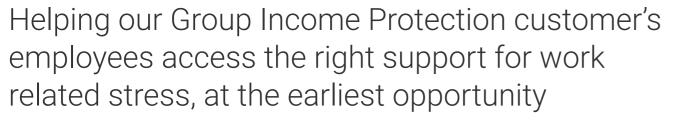
Work-Related Stress Care Pathway

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early intervention

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mental health, as well as bei themselves for.

We place the employee at th enables our team of trained Related Stress Care Pathwa support for a resilient workf Our tailored training gives line managers the tools to support early intervention, helping them understand the signs, symptoms and triggers of mental ill health.

Support for your business

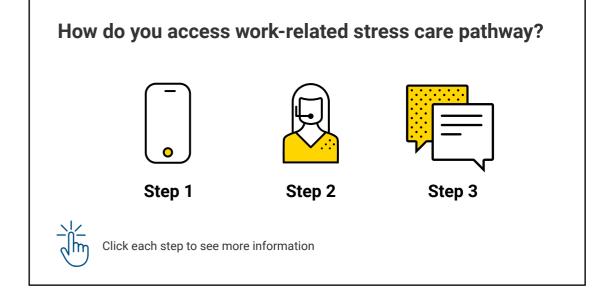
Training for Line Mental Health Contacts for help **Employer visits and reasonable** Click each item to see Awareness Return to more infomation Managers and HR **First Aid Training** and signposting materials work plans adjustment discussions Support for your employees Clinical assessment to establish Line Manager and **Return to work Employee Assistance** Wellbeing Links to support work-related stress or mental ill **Programme** HR discussions support and planning networks resources health

How we're supporting workplace wellbeing

Be Well Hub Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find:

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- Free wellbeing resources that you can signpost your employees to
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 A reminder of the wellbeing services available to you with our Group Protection products

Please contact us for more details about what we can cover, the support we can provide and how we assess claims.





BH2854 05/22

Helping our Group Income Protection customer's employees access the right support for work

related stress, at the earliest opportunity

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We place the employee at the heart of our approach. If an enables our team of trained in-house clinicians to find and Related Stress Care Pathway makes accessing the right re support for a resilient workforce to tailored care for individ

Support for your business

Click each item to see	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting	Awareness materials	Return to work plans	Employer visits and reasonable adjustment discussions			
Support for your employees									



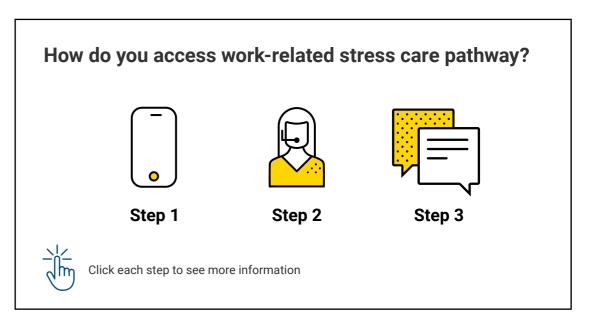
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How we're supporting workplace wellbeing

Mental Health First Aid training can equip employers with the skills they need to tackle mental ill health in the workplace and enhance employee wellbeing. It is an evidence-based programme, which can be tailored to vour business.

Work-Related Stress Care Pathway





For more information, please visit **legalandgeneral.com/be-well**

• A reminder of the wellbeing services available

to you with our Group Protection products

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how we assess claims.

the support we can provide and

the workplace can lead to increase d continues for too long, this can le ental health, as well as being able to emselves for. e place the employee at the heart o ables our team of trained in-house lated Stress Care Pathway makes a pport for a resilient workforce to ta Support for your bu	ead to mental and physical illnes o spot the signs of stress is som f our approach. If an employee r clinicians to find and treat the ro accessing the right resources qu ilored care for individuals.	es. So, looking after employe nething all companies must needs help, early i pot cause of abse Where uick and easy, fror suppo	ee		Step 1 each step to	Step see more information	<u></u> 2	ررا Step 3
Click each item to see more infomation	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting		reness erials	Return to work plans		isits and reasonable lent discussions
Support for your employees								
Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to esta work-related stress or men health			ırn to work t and planning	Wellbeing resources	Links to support networks
 How we're supporting Be Well Hub Available to all employers, our Be Under each of the physical, finar 	e well hub provides access to a	range wellbeing resources o	designed to help you actively mana	age your	employees	' wellbeing.		Please contact us for more ils about what we can cover

Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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Free wellbeing resources that you

can signpost your employees to

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- 1 - Click each item to see more infomation	Training for Line	Mental Health	Contacts for help	Awareness	Return to	Employer visits and reasonable
	Managers and HR	First Aid Training	and signposting	materials	work plans	adjustment discussions

Tools to help you create or update

your wellbeing policies

health

Practical ideas for quick wins

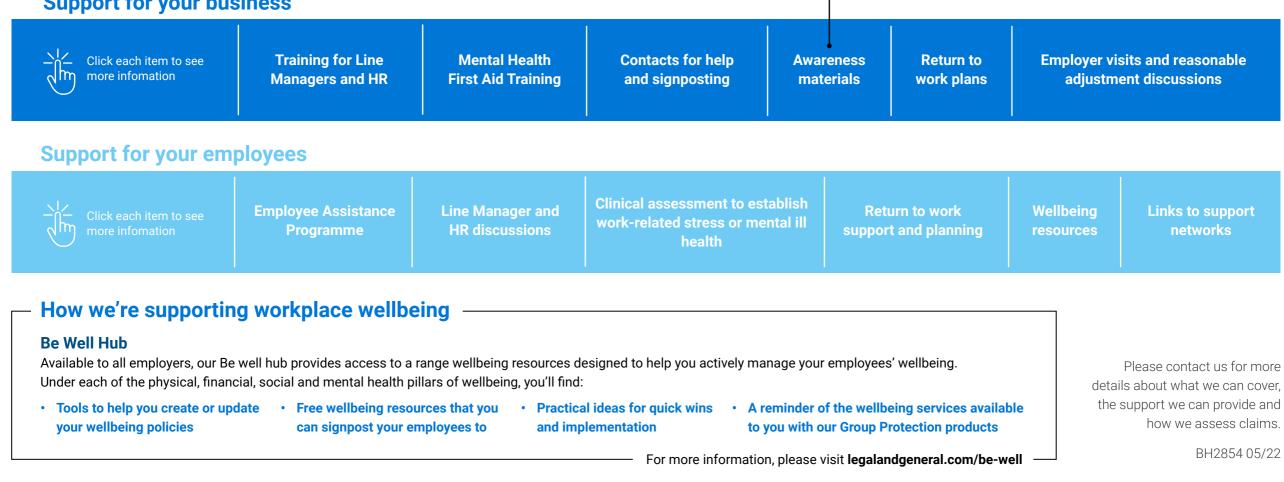
and implementation

Work-Related Stress Care Pathway



How do you access work-related stress care pathway?

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Support for your business

How do you access work-related stress care pathway? 0 Step 2 Step 3 As part of our relationship with our EAP provider Health Assured, you and your employees can access fact sheets ation

and webinars on a variety of mental and

physical health related topics.

Work-Related Stress Care Pathway



BH2854 05/22

health How we're supporting workplace wellbeing **Be Well Hub** Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Please contact us for more Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find: details about what we can cover, the support we can provide and Free wellbeing resources that you Tools to help you create or update Practical ideas for quick wins • A reminder of the wellbeing services available how we assess claims. your wellbeing policies can signpost your employees to and implementation to you with our Group Protection products For more information, please visit **legalandgeneral.com/be-well**

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Support for your business

Click each item to see more infomation	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting		Awareness Return t materials work plan				sits and reasonable ent discussions	
Support for your employees										
Click each item to see	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to esta work-related stress or mer	Return to				Wellbeing resources	Links to support networks	

How do you access work-related stress care pathway? Our in-house team of clinicians will work with each employee to create Step 3 a bespoke return to work plan that's tailored to their individual needs. This $\frac{1}{2}$ means they'll receive continuity of our expert care, while reducing the workload of your busy HR department.

Work-Related Stress Care Pathway



more information, please visit legalandgeneral.com/be

Work-Related Stress Care Pathway

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Support for your business

Image: Information Programme HR discussions work-related stress or mental ill health support and planning resources - How we're supporting workplace wellbeing - <t< th=""><th></th><th>nployer visits and adjustment discu</th><th></th><th colspan="9">Click each item to see Managers and HR Training for Line Managers and HR Mental Health First Aid Training Mental Health and signposting Awareness materials Return to work plans First Aid Training</th></t<>		nployer visits and adjustment discu		Click each item to see Managers and HR Training for Line Managers and HR Mental Health First Aid Training Mental Health and signposting Awareness materials Return to work plans First Aid Training									
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Be Well Hub Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find:	nks to support networks			Click each item to see Programme HR discussions work-related stress or mental ill support and planning res									
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For more information, please visit **legalandgeneral.com/be-well**

Awareness

materials

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how we assess claims.

Work-Related Stress Care Pathway

Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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The Employee Assistance Support for y Programme delivers comprehensive,

24/7 guidance for issues including mental health, legal and financial. Click each item The programme can also provide up more infomation to eight sessions of structured counselling for each employee.

Support for your employees

Employee Assistance Programme

Line Manager and HR discussions

ntal Health

Aid Training

Clinical assessment to establish work-related stress or mental ill health

Contacts for help

and signposting

Return to work support and planning

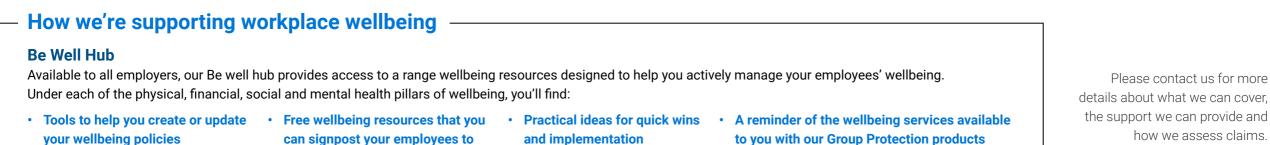
Return to

work plans

Wellbeing resources Links to support networks

Employer visits and reasonable

adjustment discussions







Awareness

materials

Work-Related Stress Care Pathway

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support for a resilient workforce to tailored care for indivi

Support for	your	business

Click each item to see	Trainin
more infomation	Manage

It is important that our in-house clinicians understand the root cause of an individual's absence, and the factors which may have led to their work-related stress. To inform this full picture, the clinician will coordinate a discussion with HR and the employee when required.

Support for your employees

Employee Assistance Programme

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ers a

Line Manager and HR discussions

Clinical assessment to establish work-related stress or mental ill health

acts for help

signposting

Return to work support and planning

Return to

work plans

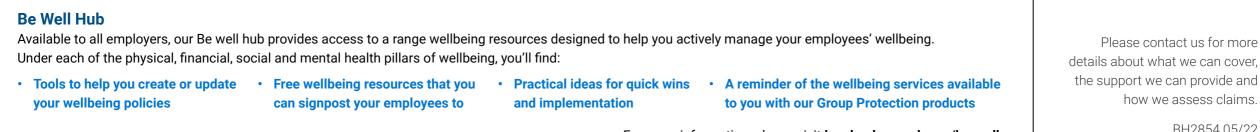
Wellbeing resources

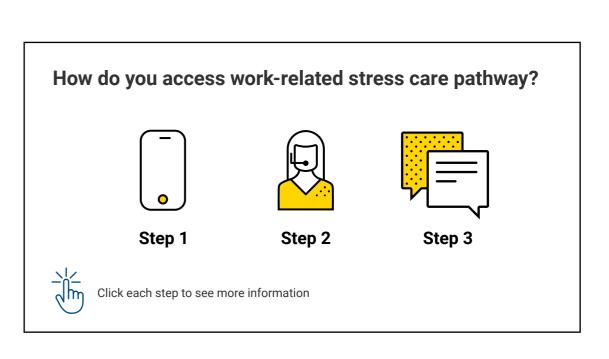
Links to support networks

Employer visits and reasonable

adjustment discussions

How we're supporting workplace wellbeing







Work-Related Stress Care Pathway

Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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Support for your business

Click each item to see more infomation	Training for Line Managers and HR	Mental Health First Aid Trainin	require clinical treatment. If an individual is assessed to have mental ill health, the treatment journey will follow the Mental Health Care Pathway.	eir Return to	Employer visits and reasonable adjustment discussions		
Support for your em	ployees	L					
Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establish work-related stress or mental ill health	Return to work support and planning	Wellbeing resources	Links to support networks	
 How we're supportir Be Well Hub 	ng workplace wellbe	eing ———					

Our clinicians will take the time to talk

If the individual is assessed to have not developed a clinical illness, and diagnosed

with work-related stress, they will not

to your employee to help understand their current state of psychological health.

Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find:

- Tools to help you create or update your wellbeing policies
- Free wellbeing resources that you can signpost your employees to
- Practical ideas for quick wins and implementation
 A reminder of the wellbeing services available to you with our Group Protection products

Please contact us for more details about what we can cover, the support we can provide and how we assess claims.

Legal & General

Step 3

How do you access work-related stress care pathway?

Step 2

tep to see more information

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Step 1

For more information, please visit legalandgeneral.com/be-well -

BH2854 05/22

how we assess claims.

to you with our Group Protection products

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Step 1

Click each step to see more information Support for your business When appropriate, our in-house Clinical Team Team will call you and your employee to talk through their needs. In cases of work-related stress. **Training for Line** Mental Health Contacts for help ployer visits and reasonable Click each item to see our team will recommend a phased more infomation Managers and HR **First Aid Training** and signposting adjustment discussions return, and ensure all necessary support is in place. Support for your employees Clinical assessment to establish Line Manager and **Employee Assistance Return to work** Wellbeing Links to support work-related stress or mental ill **Programme** HR discussions support and planning networks resources health How we're supporting workplace wellbeing **Be Well Hub** Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Please contact us for more Under each of the physical, financial, social and mental health pillars of wellbeing, you'll find: details about what we can cover, the support we can provide and Free wellbeing resources that you Tools to help you create or update Practical ideas for quick wins • A reminder of the wellbeing services available

and implementation

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can signpost your employees to

your wellbeing policies

Work-Related Stress Care Pathway



Step 3

How do you access work-related stress care pathway?

Step 2

• For more information, please visit legalandgeneral.com/be-well

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Work-Related Stress Care Pathway

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Support for your business

Click each item to see	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting	Awaren materi		resources, i mental heal	s to a range of we ncluding webinars th topics that you whenever they ne on.	s on able
Support for your emp	ployees							
$\frac{1}{10000000000000000000000000000000000$	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to esta work-related stress or men health	I RETURN TO WORK		Wellbeing resources	Links to support networks	
How we're supportin	g workplace wellbe	eing —	·					

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Support from our Employee Assistance Programme is built into

Step 2 Step 3

How do you access work-related stress care pathway?

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Step 1

Click each step to see more information



• A reminder of the wellbeing services available

to you with our Group Protection products

BH2854 05/22

Please contact us for more

how we assess claims.

details about what we can cover, the support we can provide and

Helping our Group Income Protection customer's employees access the right support for work

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Free wellbeing resources that you

can signpost your employees to

Support for your business

Be Well Hub

Tools to help you create or update

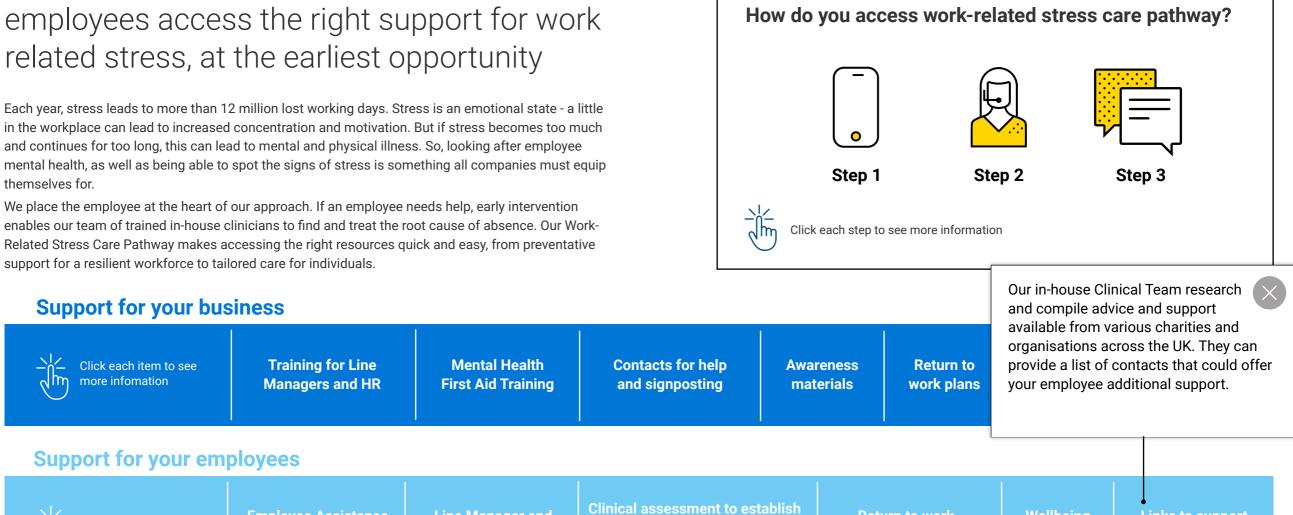
your wellbeing policies

- Click each item to see more infomation	Training for Line Managers and HR	Mental Health First Aid Training		Awareness materials	Return to work plans	organisations across the UK. They can provide a list of contacts that could off your employee additional support.	
Support for your em	ployees		1		l		
Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establi work-related stress or mental health	Return to work		Wellbeing resources	Links to support networks
- How we're supportin	ig workplace wellbe	ing]	

Practical ideas for quick wins

and implementation

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Work-Related Stress Care Pathway

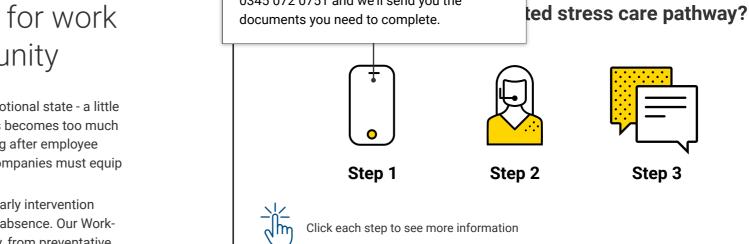
Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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Support for your business

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Support for your em	ployees						
Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to esta work-related stress or mer health	atal ill	Return to work support and planning	Wellbeing resources	Links to support networks
 How we're supportin Be Well Hub Available to all employers, our Be Under each of the physical, finance 	well hub provides access to a	range wellbeing resources d		nage your em	nployees' wellbeing.	deta	Please contact us for more ils about what we can cover,
Tools to help you create or up your wellbeing policies	date • Free wellbeing resou can signpost your e	•			e wellbeing services availal Group Protection products	ble the	support we can provide and how we assess claims. BH2854 05/22



Complete our online claim form, or call 0345 072 0751 and we'll send you the



Step 3

Click each step to see more information

Support for your business

Click each item to see more infomation	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting			a to Employer visits and reas ans adjustment discussi	
Support for your em	ployees						
Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establ work-related stress or menta health	elated stress or mental ill support and plar		Wellbeing resources	Links to support networks
— How we're supportin Be Well Hub Available to all employers, our Be	•	•	esigned to help you actively manag	ge your employee	es' wellbeing.		Please contact us for m

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Work-Related Stress Care Pathway

more details about what we can cover, the support we can provide and how we assess claims.

BH2854 05/22

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- Practical ideas for quick wins • A reminder of the wellbeing services available and implementation to you with our Group Protection products



e pathway?

Step 3

Once we've received your completed claim documents, a

How do you a

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Step 1

member of the team will contact you within 2 working days to discuss and

Step 2

further understand your needs.

Awareness

materials

Work-Related Stress Care Pathway

Mental Health

First Aid Training

Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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Training for Line

Managers and HR

Support for your business

Support for your employees

Click each item to see

more infomation

Click each item to see more infomation	Employee Assistance Programme	Line Manager and HR discussions	work-related stress health	or mental ill	Return to work support and planning	Wellbeing resources	Links to support networks
How we're supportin Be Well Hub Available to all employers, our Be Under each of the physical, finance	e well hub provides access to a	range wellbeing resources		vely manage you	r employees' wellbeing.	deta	Please contact us for more ails about what we can cover,
 Tools to help you create or up your wellbeing policies 	date • Free wellbeing reso can signpost your e	•	cal ideas for quick wins plementation		of the wellbeing services availa our Group Protection products		e support we can provide and how we assess claims.
			For more info	ormation, please	visit legalandgeneral.com/be-v	vell	BH2854 05/22

Contacts for help

and signposting

partners will work with both you and your employee to design an appropriate How do you access work-related care pathway. 0 Step 1 Step 2 Step 3 Click each step to see more information

Return to

work plans



Our in-house team and

Employer visits and reasonable

adjustment discussions