

31 March 2022

Presentation for AmCham Denmark HR Committee Event

EMPLOYEE HEALTH AND WELL-BEING

WE DISCOVER POTENTIAL

FLSmidth

Factors in mental well-being

Demands at Work

Balance between demands and available resources



Influence

Ability to influence the execution and content of tasks



Meaning / Purpose

Understanding the purpose and have a sense of meaning



Rewards / Recognition

Pay, opportunities, benefits, training etc matching tasks and responsibility



Predictability

Understanding and knowledge of the near future and how to adapt



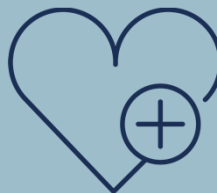
Social Support

Acknowledgement from colleagues and people manager

HR Vision

Enable FLSmidth to
become the
Employer of Choice

ENGAGEMENT



Collaborative, diverse and
inclusive colleagues driving
strong business performance
and leadership

OPERATIONAL EXCELLENCE



Continuous improvement
mindset enabling HR, HSEQ,
and stakeholder productivity

EMPLOYEE EXPERIENCE



Enhance Employee lifecycle
experience and EVP alignment

HEALTH, SAFETY AND ENVIRONMENT



Achieve Zero Harm to people
under our care and
environments where we
operate

How we work with employee health and well-being

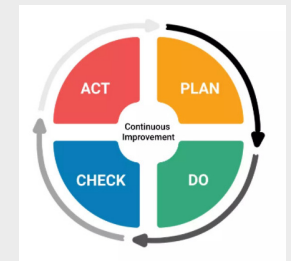
- Engagement is measured through Workday Peakon



- Health, Safety, Environment and Quality Assurance
 - Safety Shares at the start of each meeting
 - Health and Safety days (RUOK?)
 - ISO 45003

- Employee Experience
 - DE&I workshops
 - Flexible Work Arrangements
 - Competitive rewards
 - Recognition
 - Internal growth and development
 - Exit Interviews

- Operational Excellence
 - Code of Conduct in place
 - Health, Life, Disability Insurance
 - Onsite counseling / Employee Assistance Program
 - Retirement Benefits / Financial Counseling



Thank you

