



DENTONS

# **Work Well, Live Well**

## Our commitment to wellbeing

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# Wellbeing Statement

At Dentons, your wellbeing matters. We want you to work well and live well and to help other colleagues to do the same.

Aligned with our purpose, our success and strategy are driven by the power of our people, and when we connect and support each other, we all benefit and redefine what is possible. We know the importance of promoting and supporting the health and wellbeing of all our colleagues.

We are a diverse community working in a challenging and demanding business. We are committed to developing an environment where everyone can work in a sustainable and rewarding way, where people can be themselves, wellbeing is prioritised and promoted, and mental and physical health can be discussed openly.





The actions and behaviours of each of us impact our own wellbeing, the wellbeing of our colleagues, and in turn our overall culture. We want everyone at Dentons to be empowered to look after their health and wellbeing, and to support their colleagues to do the same, creating shared values and collaborative teams, and respecting the balance between professional and personal lives. To enable this, **we focus on:**

### **Culture**

Building a health-conscious, diverse, equitable and inclusive culture where all aspects of wellbeing are recognised and respected. Empowering people through awareness, education and addressing the stigma that exists around mental health.

### **Leadership**

Equipping our leaders to lead for wellbeing, inclusion and performance. Providing guidance to enable leaders to convey the importance of wellbeing within their teams, and lead in a mindful and considerate way to build trust and respect.

### **Mutual support**

Making support readily available and accessible.  
Encouraging people to play an active role in supporting their own wellbeing and the wellbeing of the teams around them, including speaking out and seeking help when they need it.



Wellbeing is different for each of us.  
Our holistic approach therefore strives to  
be inclusive and flexible, embracing:

#### Body



Looking after our physical health, fitness, nutrition, sleep and energy levels so we can function at our best.

#### Financial



Planning, understanding and managing finances to minimise financial strain and deal with financial priorities and concerns.

#### Mind



Managing our mental wellbeing, choices and reactions to distractions and pressures, as well as challenges to help develop resilience and reduce stress.

#### Space



Creating a safe, healthy and effective work environment to enable us to feel comfortable and productive.

#### Social



Making connections, developing healthy and positive relationships, and treating people with respect and dignity.

**We all have our own reasons to work well and live well. By looking after ourselves and each other, we can ensure that everyone at Dentons thrives.**





# Wellbeing Guiding Principles

In support of our Wellbeing Statement, and to prioritise the health and wellbeing of our colleagues at work, we set out our Wellbeing Guiding Principles below. Reflecting the principles of the **Mindful Business Charter**<sup>1</sup>, they are designed to promote effective, less stressful and healthier work environments, allowing our people to perform at their best.

Implementing these Guiding Principles will encourage behaviours that tackle and reduce avoidable stress in the workplace. We each have a responsibility to adopt these principles thinking about how we look after ourselves and our colleagues. It will help us all to **Work Well, Live Well**.

1. The Mindful Business Charter (launched in 2018) is a practical framework that encourages us to be more thoughtful about the impact we have on each other. It was designed to address law firm/clients' ways of working that can have a negative impact on the mental health of those undertaking the work. We are signatories alongside a large number of other leading law firms, clients and other organisations.

## **ABOUT DENTONS**

Across over 80 countries, Dentons helps you grow, protect, operate and finance your organization by providing uniquely global and deeply local legal solutions. Polycentric, purpose-driven and committed to inclusion, diversity, equity and sustainability, we focus on what matters most to you.

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