72%

Lion (72%) is above the benchmark (70%)

1,200+

survey responses

Wellbeing Wheel labels:
- Primary Relationships
- Biological Needs & Bodily Health
- Exercise
- Psychological Skills
- Fun, Interests & Social Life
- Values, Meaning & Purpose

Center:
- Prevent Harm
- Promote Wellbeing
- Respond & Support

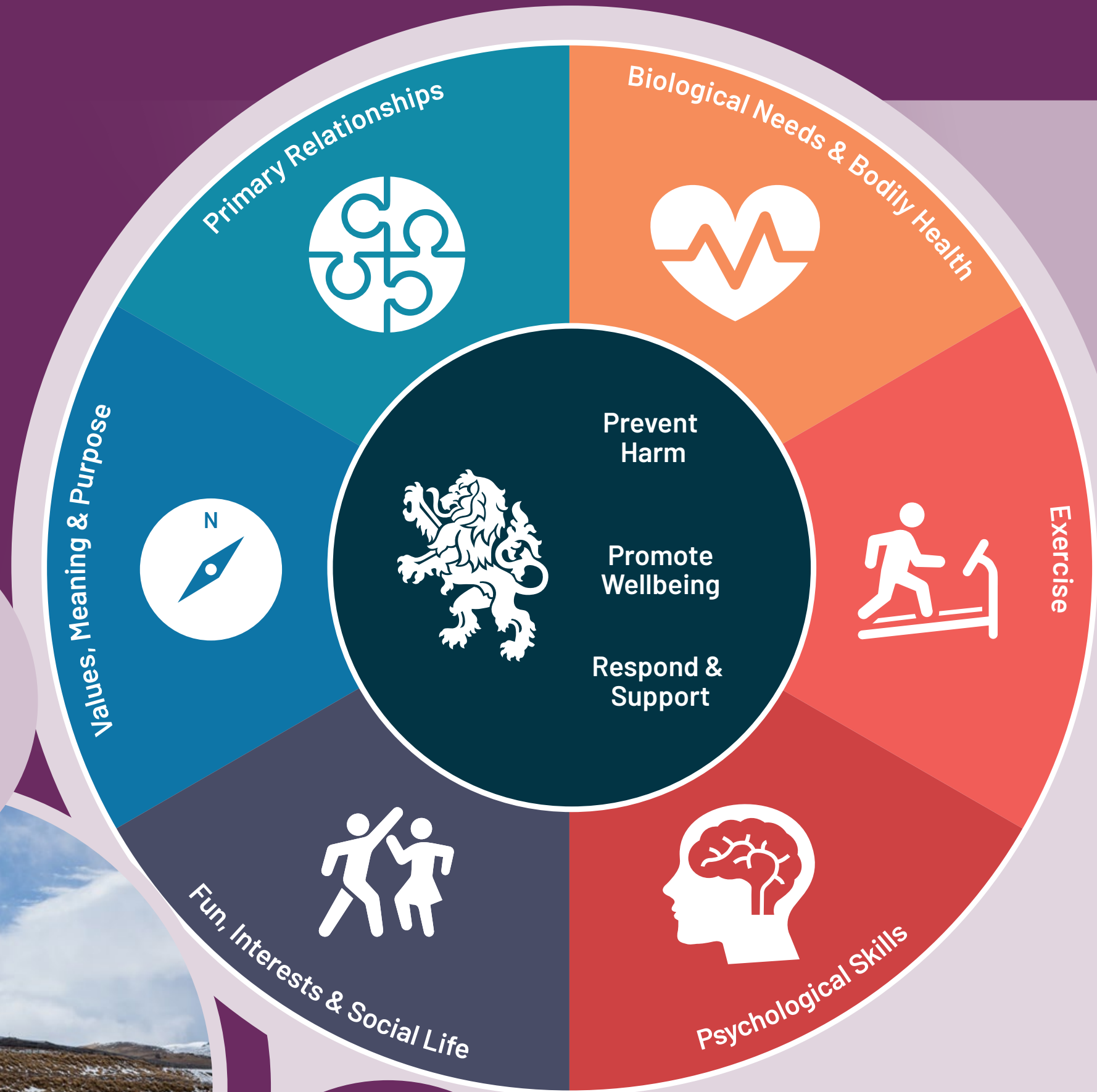**Key Strengths**

Primary Relationships and Values, Meaning and Purpose

Focus Areas

Self-compassion and Our Relationship With Stress

Healthy Minds – helping Lion Thrive

At Lion, we place a strong emphasis on the wellbeing of our team members. In 2024, we launched our groundbreaking Healthy Minds initiative, collaborating with external experts (Healthy Minds) to take an evidence-based approach to wellbeing. Introducing the Healthy Minds Wellbeing Wheel as the heart of personal wellbeing, we undertook a confidential survey to help identify improvement opportunities for individuals, teams, and the Company as a whole.

More than 1,200 team members participated in the survey, providing a wealth of information to improve wellbeing at Lion. At the individual level, the survey helped team members identify their wellbeing strengths and opportunities so that they could create data-driven wellbeing improvement goals. Team and Company-level information has been used to provide evidenced-based improvement plans and has provided us with valuable insights to guide our wellbeing strategies from 2025 to 2027 ('Build Capability & Compliance on Psychosocial Duty' and 'Self-Reliant Wellbeing').

Our ultimate aim is to empower our team members to thrive. At the personal level, we know that wellbeing is individualistic so that means providing tools that help our people identify opportunities that are specific to them. At the enterprise level, that means we create an environment that prevents harm, promotes wellbeing, and cares for our people.

As we continue our commitment to a thriving workplace, in 2025 we continued the focus on Healthy Minds and the Wellbeing Wheel. We re-surveyed our people and invited everyone to update their development goals for 2025 and beyond.

"At Lion, wellbeing is something we actively work on. Healthy Minds provides an evidenced-based approach to wellbeing and helps ensure the actions we take as individuals, teams, or Company, will make a difference." Daryl Moles, Lion Safety & Wellbeing Director