



DEUTSCHE FINANCE INTERNATIONAL

Employee Engagement Programme

December 2023

Proprietary & Confidential





Introduction

The information provided by this document is intended to guide future employee engagement in 2023 and 2024. Deutsche Finance International's ("DFI") overriding objective in this regard is to ensure a positive impact on the health and wellbeing of its employees.

Commitment

DFI is committed to maintaining an open dialogue with employees to (i) continually improve employee engagement and satisfaction and (ii) ensure that any issues employees may face are identified and addressed promptly.

Health and Wellbeing

- *Healthcare cover*

DFI provide all employees (should they wish to have it) private healthcare cover through BUPA. DFI's private healthcare scheme includes dental and optical cover. Dependants may also be added to the policy at an additional cost.

- *Health checks*

DFI works with Health is Wealth Group and can arrange for health assessments with them for individuals upon request. These assessments can be carried out in the office and include complete blood test, analysis of results, nutrient deficiencies, dietary guidance, lifestyle wins and biometrics. The cost of these assessments are covered by DFI's plan with BUPA. However, if an employee is not able to claim under health insurance then DFI will cover the cost of one health check per year.

- *Mental Health First Aid*

DFI encourages any employee who wishes to take mental health first aid or other mental health training to do so.

Currently DFI has 1 employee who is qualified as a Mental Health First Aider who employees may approach should they wish to.

- *Wellbeing service*

DFI employees have access to BUPA LifeWorks through DFI's private healthcare scheme with BUPA. BUPA LifeWorks is an Employee Assistance Programme which is available 24/7 (by phone, online and mobile app) which provides:

- Confidential support from professionals including short-term counselling
- Access to a specialist advisor for advice, work-life support and referrals
- Referrals to counsellors for short term mental health support by telephone, in-person or video, as well as to other experts
- Advice on local organisations and providers who can help address specific needs, such as finding childcare and eldercare services
- Access to a large amount of resource (such as articles, recordings, assessments, e-books) to help understanding and improve wellbeing.



- *Work Flexibility*

DFI operates policies allowing employees to work from home and work remotely. Employees are empowered to take responsibility for managing their time and the way that they work while also taking account of other responsibility (e.g. childcare, wellbeing, etc).

Further, DFI operates a “Dress for your day” dress code. This allows employees to choose appropriate attire for the business of each work day. The objective is to allow employees to feel comfortable at work while also being mindful that they represent DFI.

- *Team Bonding*

In order to foster teamwork and interpersonal connections between co-workers, DFI offers different opportunities for employees to interact casually:

- Regular team events open to all employees
- Regular team offsite and/or townhall
- Office design and operation provides spaces and refreshments in the office to encourage interactions.

Growth

DFI supports the personal development of employees through, among other things, training. Individual training needs are discussed as part of the appraisal process. In particular:

- DFI arranges regular training covering matters such as compliance, diversity and inclusion, cybersecurity, wellbeing and ESG (among other things).
- DFI covers the cost of the annual subscription of professional bodies to allow employees to maintain their professional qualifications.
- DFI offers language lessons through an external provider.

Feedback

- *Employee Survey*

DFI is constantly seeking to improve employee engagement and understand if its initiatives are benefitting employees. In order to allow employees to provide feedback anonymously, DFI seeks employee feedback through an annual employee satisfaction survey.

The responses to the survey are reviewed by DFI management who will seek to improve DFI’s employee engagement programme based on the responses received.