

## **UOB reinforces its commitment to build a caring workplace and workforce with enhanced mental wellness programme for all employees**

*Bank's holistic approach to mental well-being aims to help its people thrive in the future of work*

**Singapore, 25 June 2021** – UOB is reinforcing its commitment to cultivating a caring workplace and workforce to help its people stay mentally resilient through the transition into the future of work while navigating the impact of the ongoing pandemic.

UOB has enhanced its dedicated mental wellness programme to empower employees with ways to take charge of their mental well-being and to care for their colleagues, starting with its 'UOB Mental Wellness Days'. Every Friday until the end of the year, UOB employees can participate in a range of virtual activities from developing mindfulness techniques and building mental resilience to learning how they can care better for colleagues who may be mentally distressed.

Other initiatives in the Bank's mental wellness programme for employees include an "Appreciation Month" in July. This aims to encourage UOB employees to recognise the impact that their colleagues have made at work and to the lives of those around them, and to champion a culture of care at UOB.

UOB's series of mental wellness activities is designed to foster an open and supportive workplace culture in which employees feel comfortable discussing the challenges they face and are compassionate about helping one another overcome their struggles

Mr Dean Tong, Head of Group Human Resources, UOB, said that the Bank recognises the importance of mental wellness as a positive driving factor for people to continue to thrive in the future of hybrid work. UOB's enhanced mental wellness programme complements the Bank's permanent post-COVID-19 hybrid work model to help its people remain engaged and connected with each other even as they work remotely some of the time.

"With COVID-19 permanently transforming the way we work, it is even more important to prioritise our people's well-being to minimise their risk of stress or burnout as they cope with changing work patterns and lifestyles. Since the onset of the pandemic, we have stepped up our efforts to ensure that our people stay

productive and connected to their support networks at work regardless of where they are. These include offering virtual courses on building mental resilience, access to dedicated helplines and engaging our colleagues through regular virtual townhalls.

“It heartens us to see that our people are taking steps to care for their mental health with some of the virtual activities lined up for ‘UOB Mental Wellness Days’ from June to July oversubscribed by 110 per cent. We will continue to offer a range of interesting activities focusing on holistic wellness every Friday until the rest of the year for all colleagues to pursue better mental and physical health.”

### **UOB Mental Wellness Days**

One aspect of UOB’s ‘Mental Wellness Days’ is focused on guiding its people to be mindful of their mental health which is crucial given that stress and anxiety can manifest in different ways for each individual and for multiple reasons. These include challenges such as trying to balance family and professional commitments, increased working hours from an ‘always on’ mentality and difficulty in nurturing teamwork and collaboration online which can eventually lead to feelings of isolation and burnout.

Through virtual workshops led by certified psychologists and counsellors, UOB employees can learn ways to become more self-aware of their mental state and to manage negative thoughts or emotions in a healthy manner. These sessions complement UOB’s library of more than 100 courses and 400 videos on mental health and resilience which employees can access anytime and anywhere through LinkedIn Learning.

To establish a network of support within the workplace, UOB is also hosting virtual sessions in which managers and colleagues can equip themselves with the knowledge to recognise signs of mental distress within their teams and to support their peers in coping with challenges.

UOB employees can also take their minds off work by participating in a variety of virtual group classes spanning across fitness, positive psychology, nutrition, ergonomics and craft which enables them to build up and to maintain their overall wellness, while discovering new hobbies. This calendar of events are designed in collaboration with employees, who can give feedback and provide direct input via the Bank’s social intranet.

### **UOB Appreciation Month**

Now in its second year, the UOB Appreciation Month was launched last year at the height of the pandemic to minimise any sense of isolation as the majority of its workforce grappled with the new norm of working from home.

Mr Brandon Wong, Vice President, Group Wholesale Banking, UOB was one such colleague who benefited from the UOB Appreciation Month in 2020. “As we work from home in such challenging times without face-to-face interaction, it is easy to feel isolated. It was therefore such a pleasant surprise to receive a box of pastries from my manager, accompanied with a handwritten note of encouragement. I was reminded that even as we work apart, the support of my manager and the colleagues in my team remained strong,” Mr Wong said.

UOB’s enhanced mental wellness programme also continues to offer dedicated hotlines for employees who need to seek advice or emotional support from mental health professionals. Those who require psychiatric treatment are covered by the Bank’s health insurance of up to \$3,000 per annum as well as through CARE, UOB’s wellness benefits programme.

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**About UOB**

United Overseas Bank Limited (UOB) is a leading bank in Asia with a global network of more than 500 offices in 19 countries and territories in Asia Pacific, Europe and North America. Since its incorporation in 1935, UOB has grown organically and through a series of strategic acquisitions. UOB is rated among the world's top banks: Aa1 by Moody's Investors Service and AA- by both S&P Global Ratings and Fitch Ratings. In Asia, UOB operates through its head office in Singapore and banking subsidiaries in China, Indonesia, Malaysia, Thailand and Vietnam, as well as branches and representative offices across the region.

Over more than eight decades, generations of UOB employees have carried through the entrepreneurial spirit, the focus on long-term value creation and an unwavering commitment to do what is right for our customers and our colleagues.

We believe in being a responsible financial services provider and we are committed to making a difference in the lives of our stakeholders and in the communities in which we operate. Just as we are dedicated to helping our customers manage their finances wisely and to grow their businesses, UOB is steadfast in our support of social development, particularly in the areas of art, children and education.

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