

# Mental Health in the Workplace

## How companies are driving change



DIVERSITY PROJECT



BUILDING INCLUSION IN  
INVESTMENTS & SAVINGS

#ImpactThruInclusion  
#MentalHealthInTheWorkplace

# Mental Health in the Workplace

## Introduction

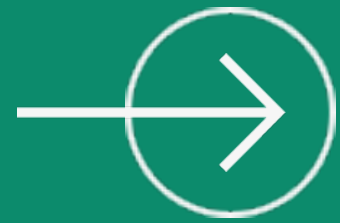
**Jaya Arora-Shihn**

Client Solutions Manager

Aviva Investors



# Agenda



Introduction



Industry Trends -  
Panel discussion and Q & A



Practicalities and Learnings  
- Panel discussion and Q &  
A

Closing Remarks



Networking



DIVERSITY PROJECT



BUILDING INCLUSION IN  
INVESTMENTS & SAVINGS



## With thanks to...

Aegon Asset Managers  
Artemis Investment  
Management  
Aviva  
Barnett Waddingham  
HSBC Asset Management  
Invesco  
Julius Baer  
Legal & General  
Liontrust  
Mercer  
Natixis Investment Managers  
PS Aspire  
Schroders  
T. Rowe Price

CCLA Investment Management  
City Mental Health Alliance  
Everymind at work

...and the entire Mental Health  
workstream at the Diversity  
Project

# Mental Health in the Workplace

## Industry Trends

### **Lindsey Bass**

Mental Health workstream co-lead  
Diversity Project

### **Amy Browne**

Stewardship Lead  
CCLA Investment  
Management

### **Alison Unsted**

Chief Executive Officer  
City Mental Health Alliance



# Mental Health Benchmark Aims



Positive peer pressure provides the motivation for companies to improve.

The **CCLA Corporate Mental Health Benchmark** is a catalyst for action.

The project has two explicit aims to:

- 1** strengthen the hand of those within organisations that are trying to make headway on mental health
- 2** mobilise the investment community into action on this important topic.

# Assessment Criteria

## Four Sections:



**Management,  
Commitment & Policy**  
(33% of maximum points  
available)



**Leadership  
& Innovation**  
(10% of maximum points  
available)



**Governance  
& Management**  
(35% of maximum points  
available)

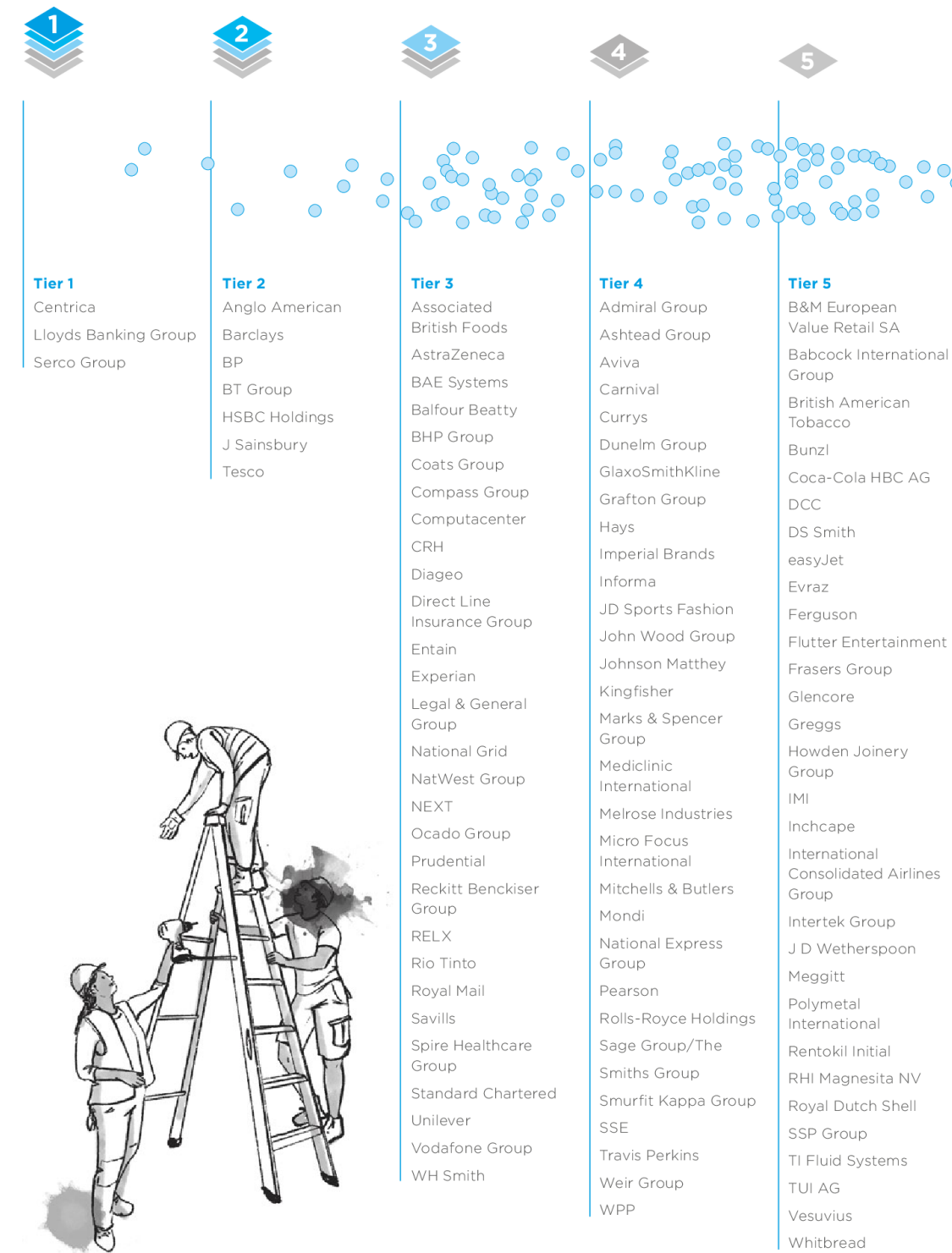


**Performance  
Reporting & Impact**  
(23% of maximum points  
available)

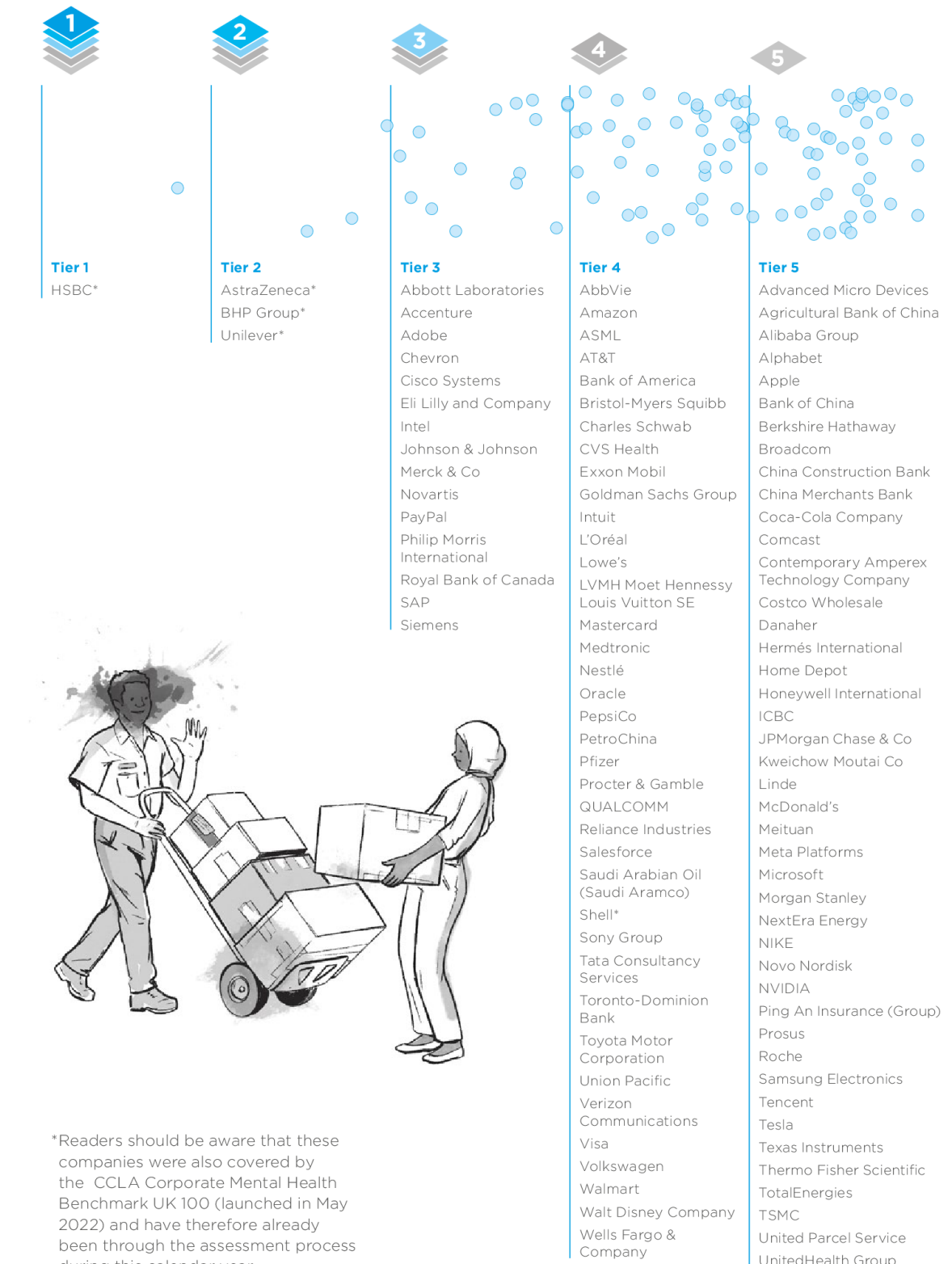
**27 Assessment  
Criteria**  
(Maximum score:  
222 points)

# 2022 Company Rankings

## UK 100 benchmark – launched May '22



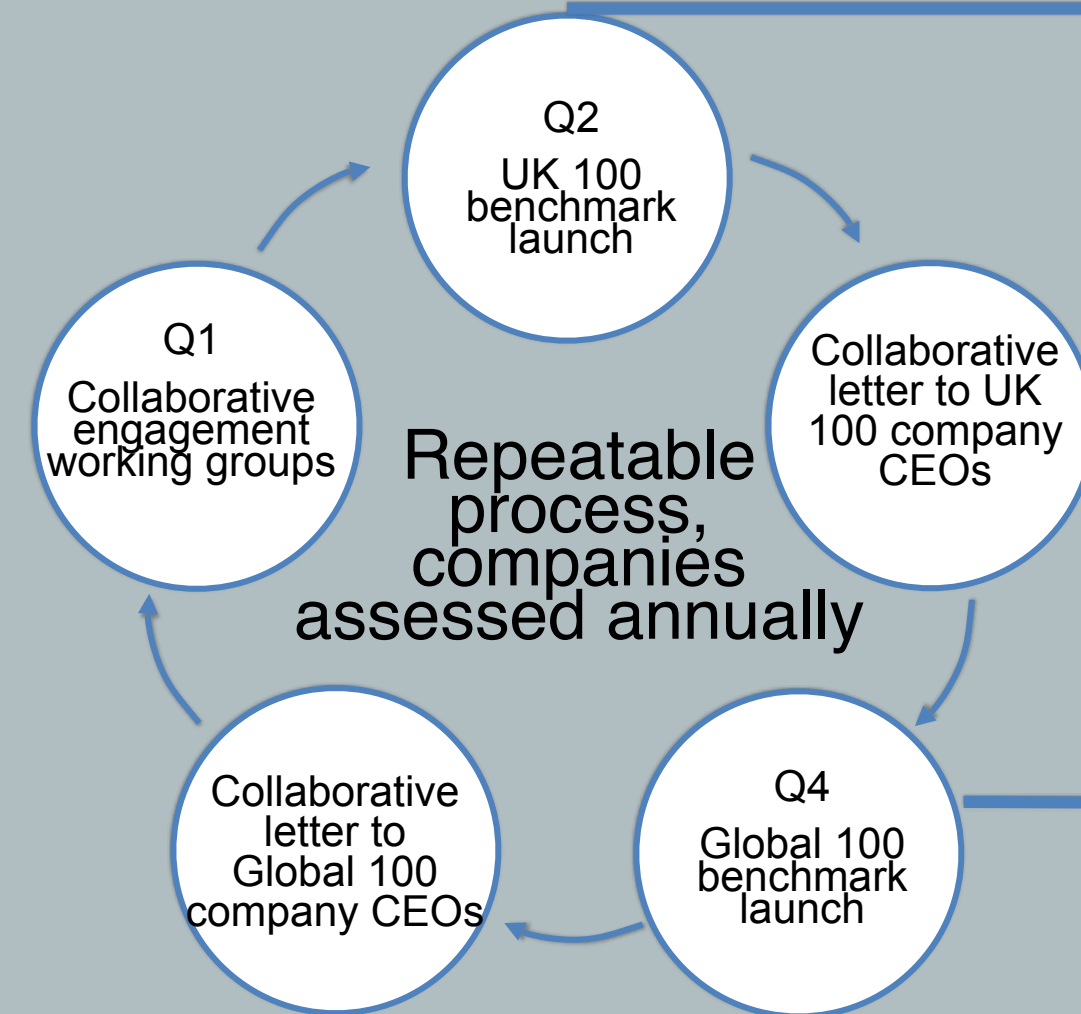
## Global 100 benchmark – launched Oct '22



\*Readers should be aware that these companies were also covered by the CCLA Corporate Mental Health Benchmark UK 100 (launched in May 2022) and have therefore already been through the assessment process during this calendar year.



# A catalyst for change in our industry



Global investor statement on workplace mental health

Now with the support of

- 44 signatories
- \$8.5 trillion AUM

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Chief Executive Officer  
City Mental Health Alliance



# Mental Health in the Workplace

## Practicalities and Learnings

### **Ali Bernat**

Head of Strategic Marketing  
AXA Investment Managers  
and Mental Health  
workstream co-lead

### **Liz Cole**

Head of HR  
Artemis Investment  
Management

### **Debbie**

### **Bullock**

Head of DEI and Wellbeing  
Aviva

### **Sonia Jenkins**

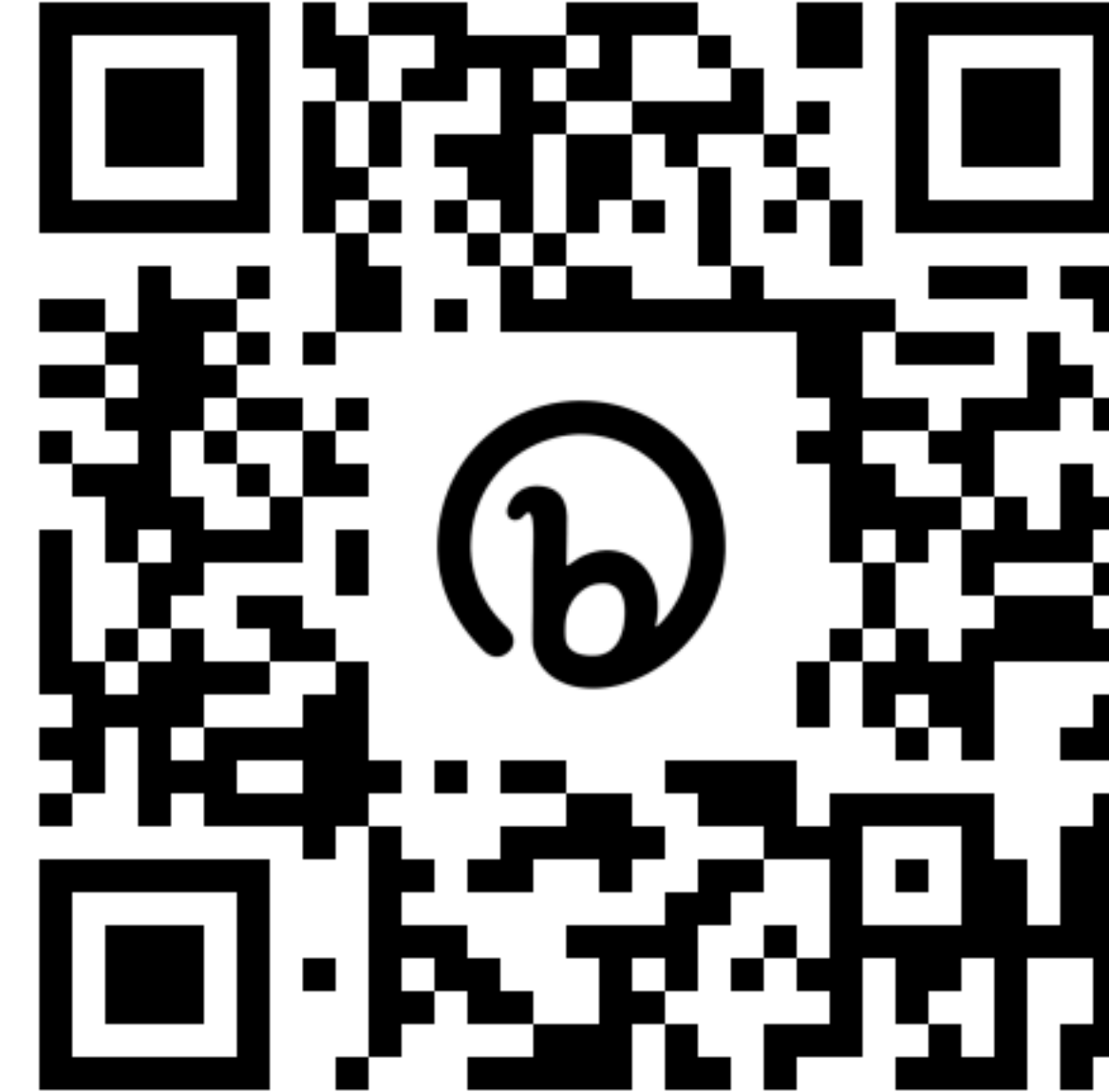
Global Head of Reward, Wellbeing and  
Inclusion  
Schroders



# Nathan Adams

Head of People  
Aviva Investors





<http://bit.ly/3lanf6m>

[www.diversityproject.com/mental-health](http://www.diversityproject.com/mental-health)

#ImpactThruInclusion

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