



MARS

How to Win With Wellness – Mars Chocolate UK
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Wellness Programme Manager

MARS | Outline

- Who Are Mars?
- Need for a wellness programme
- What is the Mars Chocolate Wellness Programme?
- Successful initiatives
- Next Steps

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MARS | Introduction

- Mars Incorporated is a family owned company that produces some of the world's leading confectionery, food, petcare and drinks products.
- At the Slough site we make confectionery. There are various job roles, from sales to office to manufacturing. Currently 1300 associates.

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MARS | Our Brands



Some of the biggest brands in the world
15 brands with net sales value of over 150 million euros.



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MARS | Our Unique Culture



- Private, family owned business
- Open plan working environment
- Open communication
- Informal
- 'No status'



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MARS | Introduction



- "Right thing to do"
- The Well@Work South East Region's project took place in Mars (Slough) from Jan 2006 – Dec 2007.
- In 2006 the company had a re-organisation with one factory closing
- External pressure from government
- From Jan 08 programme has come in-house

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MARS | Support already available for Associates

- Occupational Health Support
- Rehabilitation programmes
- Associate Assistance Programme
- Private Medical Insurance
- Company sick pay
- **Winning with Wellness programmes**



MARS | Benefits For The Company & Associates

Engaged Workforce

- **Improved health**
 - Reduced sickness absence
- **Increased motivation**
 - Increased productivity
- **Fun at work**
- **Better team working**

MARS | Who is involved in the programme?

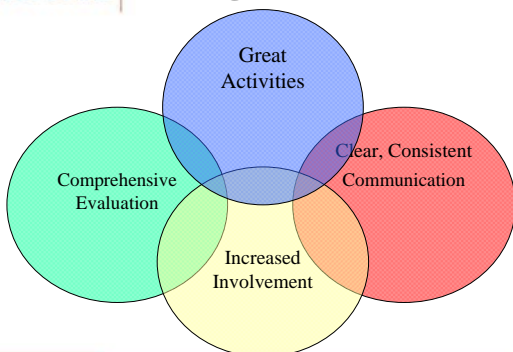
- Wellness Manager- me!
- Wellness champions
- Senior Management
- Occupational Health
- Associates

MARS | Winning With Wellness Vision

“The Winning With Wellness vision is to have a culture that will **enable** Mars Chocolate associates to make beneficial decisions to **improve** their lifestyles and thereby encourage **greater levels** of productivity and engagement”.

Embed! Environment! Individual! Business!

MARS | ‘The Big Four’



MARS | Structure of the programme

- Physical Activity
- Stress Management
- Smoking Cessation
- Diet and Nutrition

Programme/Service
Education/Awareness
Evaluation
Supportive Environment

Successful Initiatives



- Cover all 4 topic areas
- Regular meetings and 1:1's
- Received training and also get 2 hours per week to spend on project
- In charge of planning and delivering interventions
- Innovative - idea's part of schedule for 2009



- Small Team
- Central point for any sports/social queries
- Offer support in form of funds
- Organise events
- Wellness Studio

- Biometric tests; rowing challenge; displays; massage chair; workshops
- 100% uptake in some activities
- Positive feedback from shifts
 - 236 people biomedical tests
 - 58 people Slough's Biggest Loser
 - 100 people alternative therapies
 - 207 people Tanita scales
 - 70 people on the rowing challenge



- 124 participants (22 teams)
- 10 week weight loss programme
- Wk 10 – 56 stones, (266 kg)!
- Points gained from taking part in seminars, cooking demo's and physical activity.

Physical Activity

- Lunchtime Walks
- Sports and Social Council Room
- Seminars
- Fitness Tests
- Exercise classes
- Step challenges
- Corporate Gym Memberships

Stress Management

- Wellbeing Workshops
- Galaxy 'relax'
- Alternative Therapies
- Stress Awareness days
- Tai Chi
- Self help guides

MARS | More Examples

Diet and Nutrition

Weight management course

Body composition

Weight loss competitions

Improve healthy eating options

Subsidised healthy eating offers

Corporate Gym Memberships

Smoking Cessation

Restricted on – site

No Smoking Day

On –site help

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MARS | Results

- Reduction in sickness absence by 50%
- Increase in engagement scores
- Increase in support from colleagues on having a healthy lifestyle
- 90% of associates aware of programme
- Increase in associates meeting 5 a day

(2007 data from Well@Work)

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MARS | Results Cont...

- Follow up evaluation due for June 09
- Informal feedback from associates has been encouraging
- Individual intervention results are successful

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MARS | Next Steps

- Build on bringing the vision to life
- Comprehensive evaluation
- Robust business measures
- Increase involvement in target groups
- Expand activities

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MARS |

Exercise



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MARS | Salsa Dancing



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MARS | Boxercise



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MARS | Walking



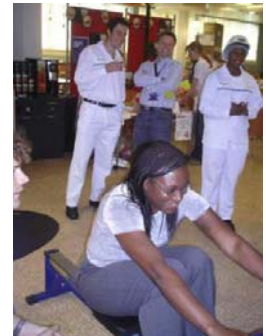
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MARS | Belly Dancing



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MARS | Rowing Competitions



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MARS | Cycling Competitions



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MARS | Netball



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MARS



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MARS



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MARS

HEALTH PROMOTION

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MARS Wellness Day



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MARS Health Promotion



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MARS Health Promotion



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MARS | Health Promotion



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MARS | Health Promotion – out on the road



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MARS |

Diet and Nutrition

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MARS | Slough's Biggest Losers



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MARS | Healthy Eating in the Cafeteria



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MARS | Self Powered Smoothie Making



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MARS | Alcohol Awareness Days



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MARS | Cold Turkey



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MARS |

STRESS MANAGEMENT

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MARS | Galaxy 'Chill Out' Room



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MARS | Stress Management



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MARS | Complimentary Therapy



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MARS | Tai Chi



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MARS | Stress Down Day



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MARS |

BIOMETRIC TESTING

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MARS | Cholesterol & Diabetes Testing



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MARS | Blood Pressure monitoring



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MARS |

Thank you for listening.

Any questions??

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