



#LEVELUPMENTALHEALTH

sumo =
G R O U P

SUMO GROUP LEVEL UP PROFILE PIECE

CELEBRATING A YEAR OF BEING PART OF THE SAFE IN OUR WORLD 'LEVEL UP MENTAL HEALTH' INITIATIVE

The success of the people at the Group is the success of the company and mental health and wellbeing is a formative part of the Group's values. The Group looks to support the wellbeing of its being people across the globe in both a professional and personal capacity, nurturing their talents and providing a healthy, friendly, enriching, creative and – most importantly – safe environment for all to thrive in.

In May 2021, Sumo Group partnered with games industry mental health charity, Safe in Our World, as part of its #LevelUpMentalHealth initiative. Joining at this time reflected the commitment that Sumo had already made to supporting the mental health of its people. The Group had already begun to roll out a company-wide mental health support system and believed that making this pledge visible to all as part of an industry wide effort would further demonstrate its ongoing commitment to such an important area of health.

For Mental Health Awareness Week this week, Sumo Group takes a look at some of the changes made across its 16 studios over the past 12 months to support its people's wellbeing:

Developing and delivering in-house mental health awareness training for managers, in addition to the existing Mental health first aider network.

Consisting of an online course, self-learning and a short workshop, this training empowers managers to talk mental health with their teams and helps them to be able to spot signs of mental ill health. By the end of May 2022, this will have been rolled out to all UK managers and will be offered to overseas studios.

Considering mental health in the onboarding process.

As part of their induction, new starters now receive an introduction to the support available, whether that be talking to their manager or HR, reaching out to a trained Mental Health First Aider or utilising the Employee Assistance Programme. These resources are also highlighted on the Group's internal learning platform, Dojo, for everyone to access.

Supported all teams on their #FutureOfWork journey.

The Group is working on a phased and considered approach to re-open its studios to ensure not only the sustainability of hybrid working, but that all people continue to learn and develop from wherever they feel most comfortable whilst still feeling safe, supported and part of the wider Group family – either from home, from the studio or a mix of the two.

Hiring its first Equity, Diversity and Inclusion Manager.

The appointment of its first EDI manager and the relaunch of our diversity focus group as Prism in 2021 saw a renewed focus and clearly defined purpose around our commitment to EDI with a specific group focused on ensuring ability, Wellbeing and Families have a voice to enact true change at the company.

Offering all UK teams the option of selecting private medical insurance with market-leading mental health support.

By switching to Bupa, all UK staff now have the option to choose private medical healthcare – including mental health – as part of their annual flexible benefits allowance. This offering also brings peace of mind to all by covering existing medical conditions from day one and an ability to cover dependents if people wish.

Boosted benefits across the board.

In addition to private medical insurance, Sumo Group UK employees are now able to select from a range of fantastic benefits as part of their annual flexible benefit allowance, enhancing core benefits in the way that means the most to them– whether it's increased life assurance or pension contributions, buying more holiday, taking advantage of the charity payroll giving scheme, obtaining a tech loan, joining the ULEV car scheme or gaining critical illness cover. These are in addition to core benefits of life assurance, income protection, dental cover, Employee Assistance Programme, increased holiday, duvet days, financial planning support, home buying consultations and regular wellness sessions.

Surprising its teams with a pick-me-up through the post.

Care packages became a vital way of keeping in touch during the pandemic, and the Group is thrilled to still be offering these across all studios year-round. Whether it's a delicious surprise for Pancake Day or self-care packages for Mental Health Awareness Week, the Group has loved seeing the reactions to these on social media.

This Mental Health Awareness Week, Sumo Group is rolling out its week-long mental health-focussed activity around the topic of 'Loneliness' – offering time and space for reflection, conversation and action.

In addition to the above, the Group continues to provide access to mental health support, trained mental health first aiders across the business and a focus on wellbeing at regular points through the year on Dojo (the Groups award winning learning platform). Sumo Group has been being recognised in the UK Best Companies to Work For awards two years running – a direct reflection of the improvements made Group-wide following listening to and acting upon, valued feedback from its teams. Alongside it's continued partnership with Safe in Our World, the Group continues to look for ways to enhance and improve the wellbeing of its people, ensuring they remain at the very centre of the Group's values.

