

## Cranswick

### Time to Change

### LET'S END MENTAL HEALTH DISCRIMINATION

Sometimes life speeds up a little. With busy days at work and juggling jobs at home, it's easy to forget to **look after yourself properly** (and that means more than a hearty Full English or the odd early night).

It might be as simple as **raising your hand a little higher** and asking for help. It may be admitting you're not having a great day. It could mean **leaving work on time** or running a hot bath or taking your partner out to dinner or catching up with an old friend.

**It's okay to stop for a moment.** Slow down sometimes. Remember our pastry tastes as good as it does because we don't rush it. We believe you get out what you put in and we're proud of the time we take to produce truly great food that makes our customers feel fantastic.

But we also believe our people (that's you) are the **very heart of our business** and to allow us to continue delivering the exceptional, it's important to us that you feel happy. Because broken hearts make us feel sad.

So, **whichever piece of our heart you make up**, we'd like to check that you're okay. Whether you're an Apprentice, a Graduate or a Senior Director; whether you work in Production, Engineering, Despatch, HR, Finance, Commercial, IT or anywhere else in the organisation, **you're a valuable person** to us and an important part of our soul.

We don't want anyone at Cranswick to feel **overwhelmed** or underappreciated, frustrated or **frequently fed up**. From farm to fork, from plough to plate, we genuinely care about everybody in the business. And **every mind** too.

So, if you're ever having a bit of a wobble, remember **it's okay not to be okay**. It's okay not to say, 'I'm fine' when a colleague asks you how you are. It takes strength not weakness to admit, **'Actually I'm not coping'**. We have **Mental Health First Aiders** and **Employee Champions** throughout the business for you to talk to about anything, no matter how big or small.

**Every human being has bad days.** Don't be down on yourself if you don't feel on top of things. Make mistakes and learn from them. **Take some time for you.** Don't let guilt creep in. Enjoy the fruits of your labour. Savour the most succulent of sausages or some fresh hot crackling or the scent of sizzling smoked bacon. Take your entire lunch break. Why not?

Set yourself challenges. **Smile like you mean it** (that means with your eyes too). Get to know someone you don't. Go for a long walk at the weekend. Learn a new skill. Be comfortable with the wonderful person you are. **Sparkle.** Aim for the stars. Be kind to yourself. **Support others around you.**

Don't forget to live your one life. Snatch moments. Put your phone down and **look at the people you love**. Play cards. Enjoy a roast and a Sunday film. Get a dog. Borrow a dog. Laugh loudly. Accept help. **Eat your greens.** Drink more water. Be honest. Say please and thank you. Run in the rain. Read a novel. Start a hobby. **Start conversations.** Be inspired. Be inspirational.

Work hard, be ambitious but look after yourself properly. Whatever job you do within Cranswick, you're valuable and a little bit brilliant. **And that's why you're here.**