

WELLBE@ING

A journey towards an active health policy.

A cornerstone to becoming a top employer.

Being a Top Employer

Becoming a Top Employer is an important pillar for ING Belgium's strategy. We invest in engaging and involving our employees, and empowering them to make a real difference for the customer. We endeavor to build pride and make ING a great place to work.

The Wellbeing Programme

We care about the wellbeing of our employees. In 2011, our Human Resources department started an extensive wellbeing programme, including health and sport promotions to push our company up the charts of favourite employers. "Many companies have statistics and policies for fighting absenteeism. Indeed that's important, but it's even more important to actively support health and a positive spirit. It's all about a healthy body and a healthy mind" – Philippe Masset, Managing Director ING.

We are convinced that with our 'pull approach', we help our employees to build up a healthier and more active lifestyle, as well as decrease stress levels. Caring about our people is good for our employees' wellbeing, but also for the company's performance.

Drivers to create WELLBE@ING [😊@work] & [😊2client]

- Start up an **active** policy on **health** promotion and wellbeing.
- Create opportunities for **informal networks** and team spirit, with fun@ING.
- Improve employer branding with special attention to **new hires** feeling welcome@ING.
- Encourage **positive spirit** within the company: going for the [😊@work] & [😊2client].
- Focus on the H of **Human** Resources: The mental & physical wellbeing of people.

A Sample of our Wellbeing Programme Activities

Based on a collective labour agreement and the high commitment of our labour unions, we created the happiness@work [😊@work] with sport activities (sport@ing), with activities for our children (kids@ing), with a global approach regarding flexible work, discounts (discounts@ing) and holiday activities (holiday@ing).

- ❖ Teasing campaign with Cédric Van Branteghem & Svetlana Bolshakova (02/2011).
- ❖ Launch of a wellbeing website & newsletter (03/2011)
- ❖ Launch our sport site with Energy Lab Golazo for walking, cycling, fitness, swimming (03/2011).
- ❖ Workshops sports, nutrition & mental health (05/2011)
- ❖ Fitness room in our main building and sports bag for all ING employees (3/2012).
- ❖ Family event at the beach (07/2012).
- ❖ Climbing of the Galibier (08/2012)
- ❖ Number 1 at Brussels Ekiden regarding number of participants (2011 – 2012).
- ❖ Kids@ING: partnership for childcare during holidays (2011-2012-2013)

- ❖ Launch specific health actions (e.g. melanoom) (05/2012)
- ❖ Family day at Durbuy (05/2013)

Success of the Wellbeing Programme:

89% of our employees scores the programme as “interesting”.

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- Employees accessed to the Sport site: > 3750
- Individual training programmes - customized: 511
- Enrollments in sport events during the weekend for cycling & running: 1578
- Enrollments for ‘Climbing for Life’ – Galibier (France): 170
- Participants in the SportINGevent@theBeach: 850
- Enrollments in workshops at main building ING Belgium: 410
- Kids participating @SummerKids during July – August in Brussels: 205

WellBe@ING has become a specific brand in our company. With the commitment of our CEO, labour unions and high participation and interest shown by our employees, the programme is a big success!



WELLBE@ING



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Nouvelles

Inscriptions pour Derby à partir de mardi 19 mars

19/03/2012 **WELLBE@ING | DERBY**
 La formule d'inscription n'a pas pu être publiée à cause de problèmes intranet. Afin de donner à chacun la chance de s'inscrire à notre événement familial, les inscriptions seront ouvertes le mardi 19 mars à 8 h 30.

[Lire](#)

Inscriptions pour Derby à partir de jeudi 21 mars

21/03/2012 **WELLBE@ING | DERBY**
 Suite aux mauvaises conditions climatiques, de nombreux collègues seront absents aujourd'hui. Afin de donner à chacun la chance de s'inscrire à notre événement familial, nous avons décidé de postponer l'ouverture des inscriptions à jeudi.

Programme de l'événement familial à Derby

20/03/2012 **WELLBE@ING | DERBY**
 Faites votre choix parmi les différentes activités et constituez ainsi votre propre programme pour la journée.



WELLBE@ING

Svetlana Bukhalkova et Cédric Van Branteghem bij ING?

Nee, deze twee sportkampioenen worden niet uw collega's. ING wil u wel ontmoeten om in 2012 te sporten!

Ontdek zeer binnenkort het **WELLBE@ING**-programma op Intranet.

ING

Personnelle e-mail en voor strikt intern gebruik: mag niet verspreid worden, zelfs niet gedeeltdig!
 Dit document kan vertrouwelijk of anderszins wettelijk beschermd zijn. Indien u niet de geadresseerde afzender bent, wordt verzocht de afzender hiervan in kennis te stellen. Het verspreiden van vertrouwelijke informatie is strafbaar.