Supporting and age-inclusive workplace: **Corporate Responsibilities**

Reduces risk of disengagement

Engages colleagues through proactive planning, minimising chances of disengagement or early departure.

Retention of corporate memory

Preserves critical knowledge, ensures continuity, and reduces the risk of losing valuable expertise.

Avoids knowledge silos

Encourages knowledge sharing and cross-training distributing expertise across the team.

Seamless succession planning

Facilitates smooth transitions by giving new team members the time and support needed to integrate, increasing the probability of success.

Improved stewardship

Strengthens the organisations ability to manage transitions responsibly, ensuring business continuity.

Boosts morale

Creates a positive workplace environment where colleagues feel valued and supported.

Promotes ESG

Demonstrates commitment to Environmental, Social and Governance (ESG) standards, fulfilling key workplace hygiene factors.

Creates advocates

Colleagues who feel supported during transition become advocates for the company enhancing its reputation.

Retention of talent & extended working life

By offering flexible working, like job sharing or phased retirement, extending colleague contributions.

Employer of choice

Builds the company's reputation through thoughtful and supportive workforce planning.

Authentic support for older colleagues

Embracing older workers giving them accessible resources that support their growth and life transition.

ProAge