

# Frugi (Cut4 Cloth Limited)

96 employees  
Bestselling organic  
childrenswear brand.



Healthy  
Workplace

## What we do:

Frugi is the UK's bestselling organic childrenswear brand, proving that ethical and organic clothing can be bright, beautiful and successful! The company was born in 2004 and continues to grow at 25% every year, selling through a rapidly expanding network of over 500 stockists in more than 25 countries worldwide.

We strive to be ethical in everything we do, each year donating 1% of our turnover to our Little Clothes BIG Change charity project which includes a children's charity, the Cornwall Wildlife Trust and an orphanage in India. We strive to be the most fun, desirable and trusted clothing brand on the planet, but this is only the start of it...

## Why we became a healthy workplace:

Frugi's most important asset is its people - without them we simply wouldn't function. So, looking after our people makes perfect sense to us.

Like most employers we want to support the development of skills and the expertise of our people, but we also recognise that having a healthy workforce is equally important. Our healthy workplace scheme helps us to focus on well-being in our teams.



## Recent health and well being activities:

We have a range of regular activities available for our teams to engage with, such as weekly yoga sessions, regular lunchtime walks, discounted gym membership options, a corporate eye care scheme, cycle to work scheme - to name a few!

We have arranged several great initiatives throughout the year for all our employees: Nutrition seminars -informing our people about the importance of nutrition and feeding our bodies with good fuel.

Managing stress seminar - helping our employees to manage the stresses in their lives a little better.

Massage sessions with Mike Thiele Sports Massage

Once a month fruity feasts - we provide a selection of juicy fruits in our crib room for all to enjoy; this is a great way of promoting 5-a-day!

Sugar Smart Quiz to win a chart-topping cook book.

Cornwall beach games - we entered one team and we came 2nd, woohoo! They all had an amazing afternoon/evening participating in all of the events, they also enjoyed a healthy picnic that we prepared for them.

Three employees have now been trained to be Mental Health First Aiders.

We also have our very own Fun Committee who organise a number of wonderful events/activities throughout the year to get all the team together.

Here at Frugi our employees like to combine fitness and charity (as you know we are super BIG on supporting several charities).

Four of our employees (including Hugo our CEO) went to Mallorca in October to complete the True Cycle Challenge raise money for Tommy's, the UK's number one baby charity. Over three days they covered a combined total of 945km with 11,312 meters of ascent!!

Our Warehouse Supervisor ran three marathons in three days in support of the MS Society, he raised an amazing £2500.00!

We love to raise awareness of all the various health campaigns and support our staff with our very own Health & Well-being guide. We

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have also created our very own Frugi Library of which we have a fantastic health & well-being section which provides our employees with lots of helpful information. At the beginning of every month we email our employees with a healthy workplace bulletin, this informs employees of all the upcoming activities, initiatives and raises awareness of the various health campaigns for that month. In our 2018 staff survey our people gave our Healthy Workplace Initiatives four stars! 71% of respondents also said Frugi's Healthy Workplace initiatives had a positive impact on them.



## Plans aims for the next year:

We want to continue to build on the success of

our program into 2019. We have plans to train staff in Mental Health First Aid, as well as promote new campaigns and initiatives. We've had some fantastic feedback from our people, and we can see the engagement levels rising all the time, people appreciate that Frugi go the extra mile and really care. We are always keen to hear feedback from our people, so we can shape our program to deliver what they really want!

## Quote feedback from Director:

Having Healthy Workplace initiatives in place has really helped us to focus properly on what really matters to us at Frugi. That's having a happy and healthy workforce, who feel valued and looked after. The huge variety of activities that have been made available by Janine, Sadie and the team has kept everything really fresh and interesting, with the Cornwall Beach Games most definitely a highlight for those who represented Frugi! The initiatives are definitely enhancing our lives at Frugi without a doubt!

## Quote feedback from Staff:

I love the lunchtime yoga sessions. They're really relaxing and it's so good to stretch out properly away from your desk. I really notice a difference if I don't go for a while. And the

lunchtime walks were great for getting out for some fresh air and catching up with colleagues. I'm sat at my desk all day, so a walk is really good for getting some steps in! I found the managing stress seminar really useful, it made me think differently about the stress that I face in my own role but also to notice the signs of stress that my team may show. It has made me handle stressful situations with my team very differently. Loving the variety of initiatives on offer to help us be healthy at work.

## Success Story:

An employee who has smoked for 30 years+ came to us for support during our Stoptober campaign. We provided a Stop Smoking Quit Pack and some information and then checked in regularly showing support and encouragement. We are now five months on, and our employee is still staying strong and not smoking!