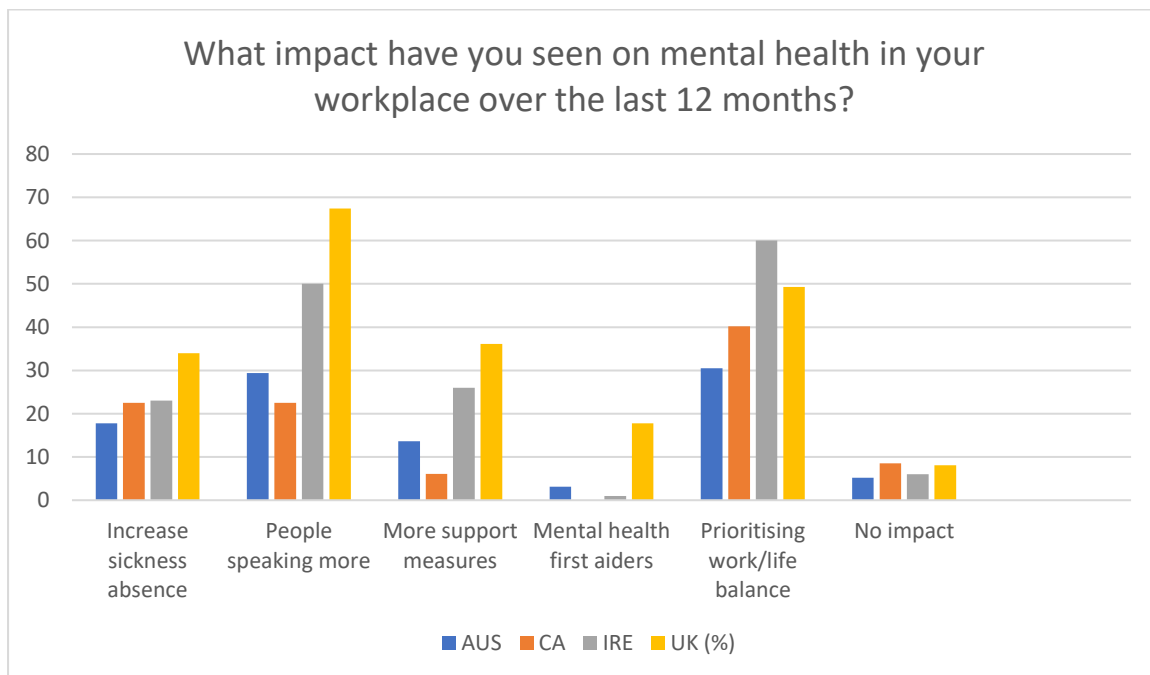
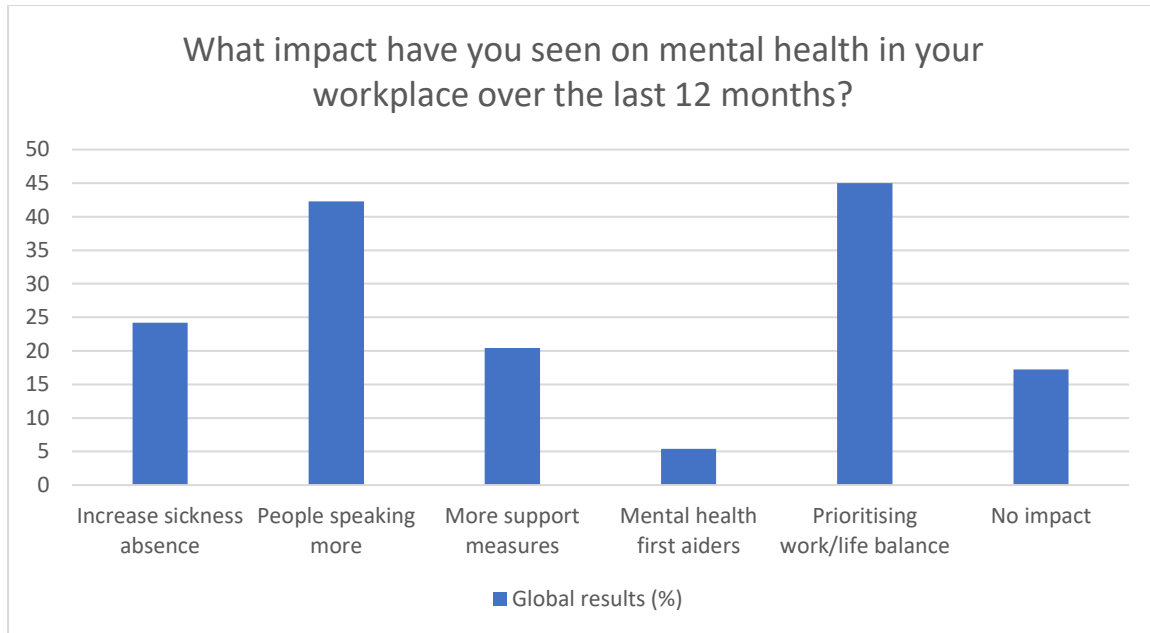




Q1:

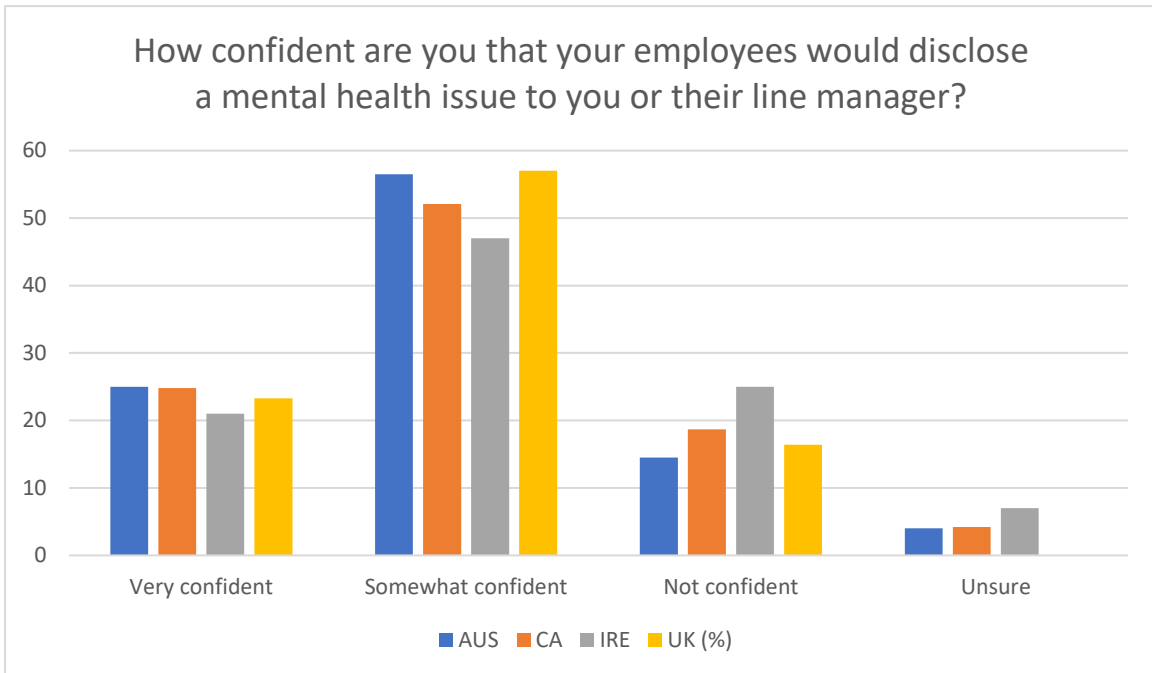


Top 3 by country:

Australia	Canada	Ireland	UK
Prioritizing work/life balance (30.5%)	Prioritizing work/life balance (40.2%)	Prioritizing work/life balance (60%)	People speaking more (67.4%)
People speaking more (29.4%)	Increased sickness absence (22.5%)	People speaking more (50%)	Prioritizing work/life balance (49.3%)
Increased sickness absence (17.8%)	People speaking more (22.5%)	More support measures (26%)	More support measures (36.1%)



Q2:

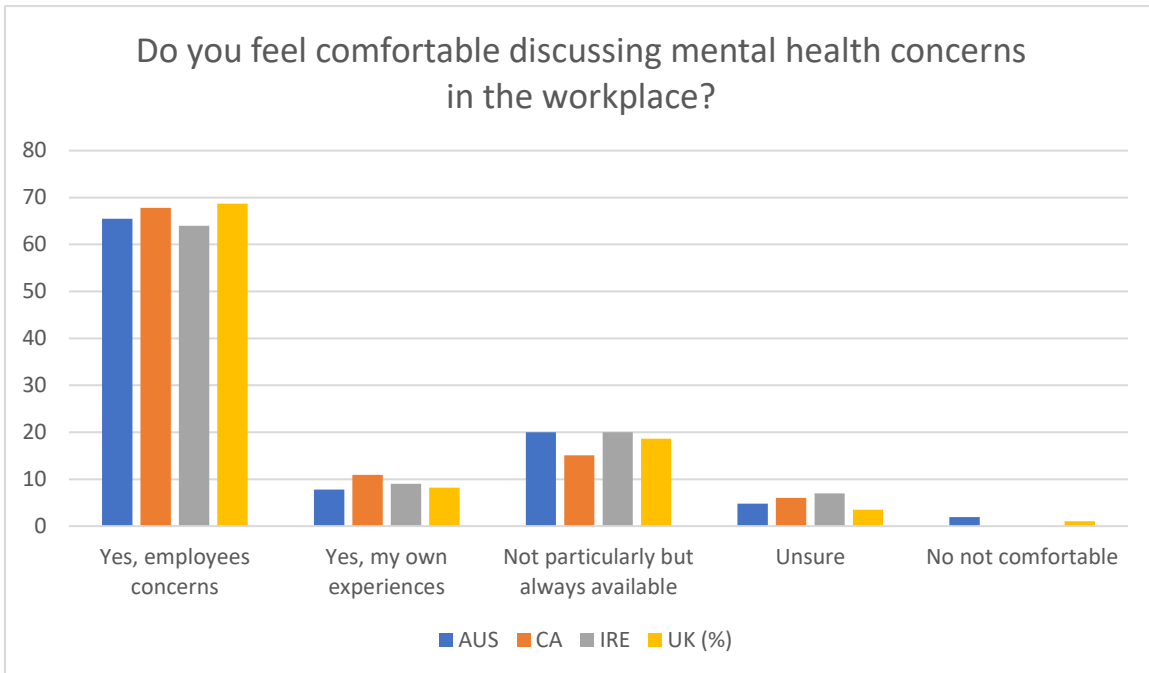
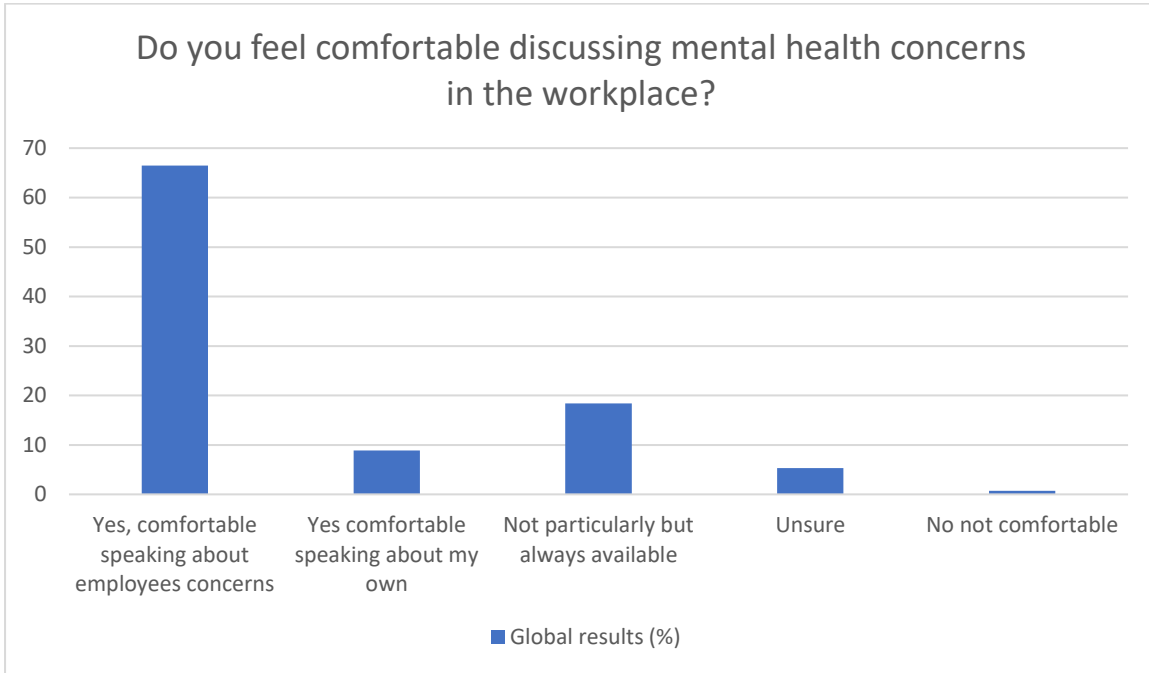


Top 3 by country:

Australia	Canada	Ireland	UK
Somewhat confident (56.5%)	Somewhat confident (52.1%)	Somewhat confident (47%)	Somewhat confident (57%)
Very confident (25%)	Very confident (24.8%)	Not confident (25%)	Very confident (23.3%)
Not confident (14.5%)	Not confident (18.7%)	Very confident (21%)	Not confident (16.4%)



Q3:

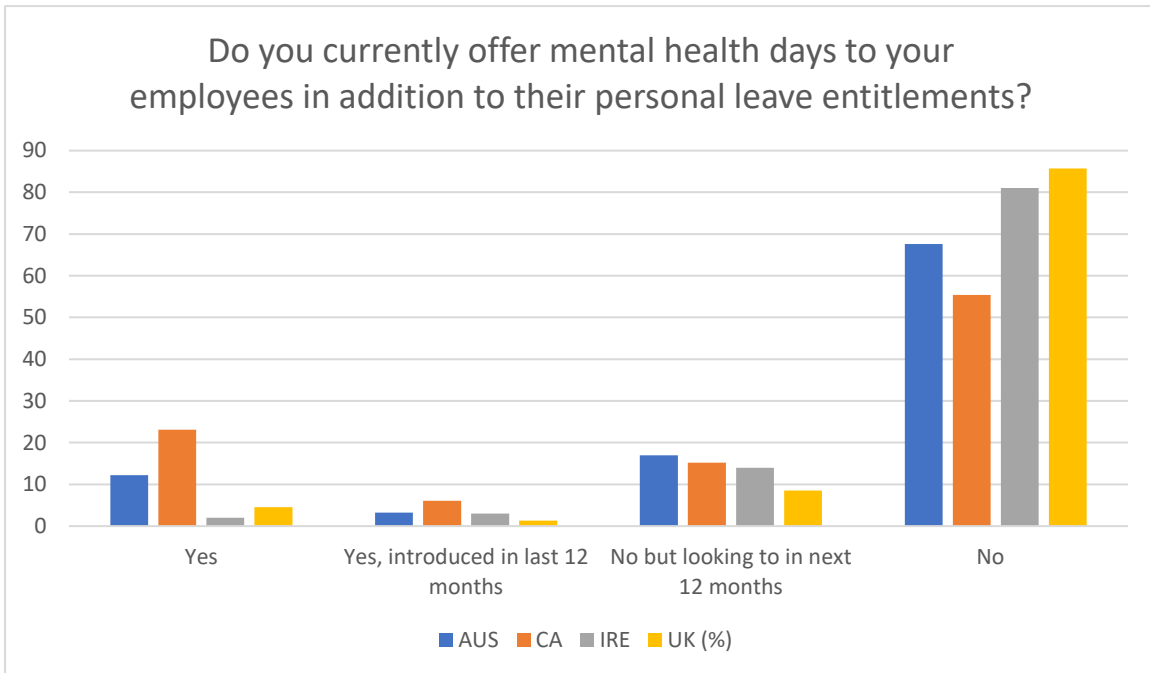
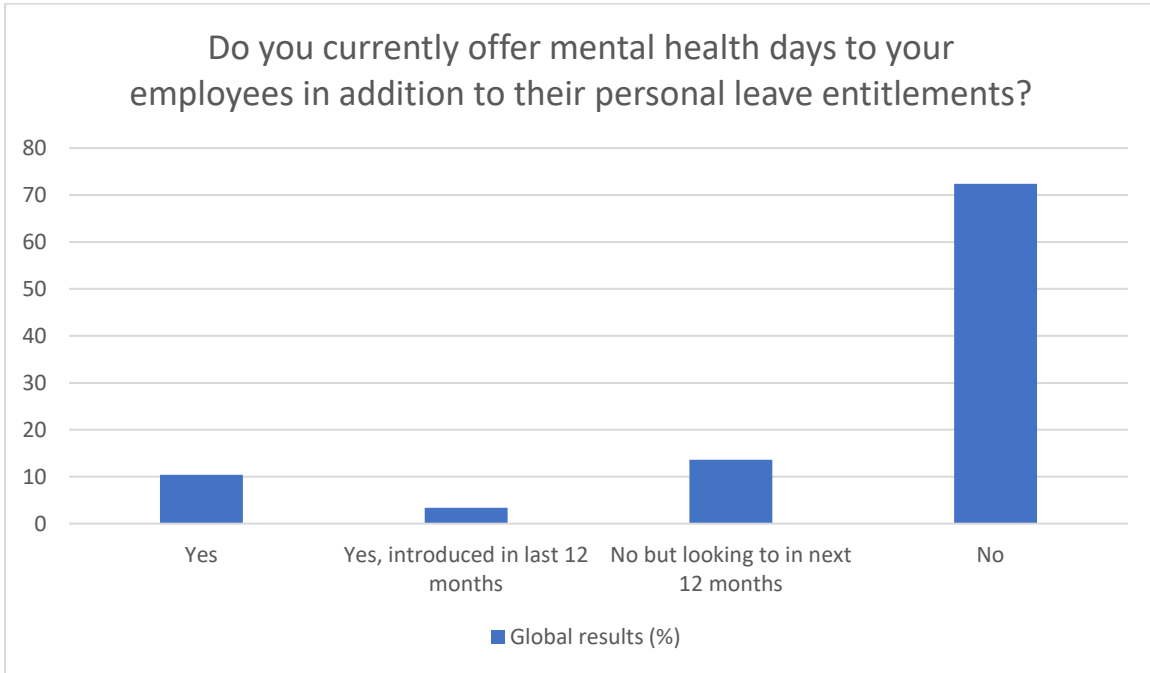


Top 3 by country:

Australia	Canada	Ireland	UK
Yes, employee's concerns (65.5%)	Yes, employee's concerns (67.8%)	Yes, employee's concerns (64%)	Yes, employee's concerns (68.7%)
Not particularly but always available (20%)	Not particularly but always available (15.1%)	Not particularly but always available (20%)	Not particularly but always available (18.6%)
Yes, my own experiences (7.8%)	Yes, my own experiences (10.9%)	Yes, my own experiences (9%)	Yes, my own experiences (8.2%)



Q4:

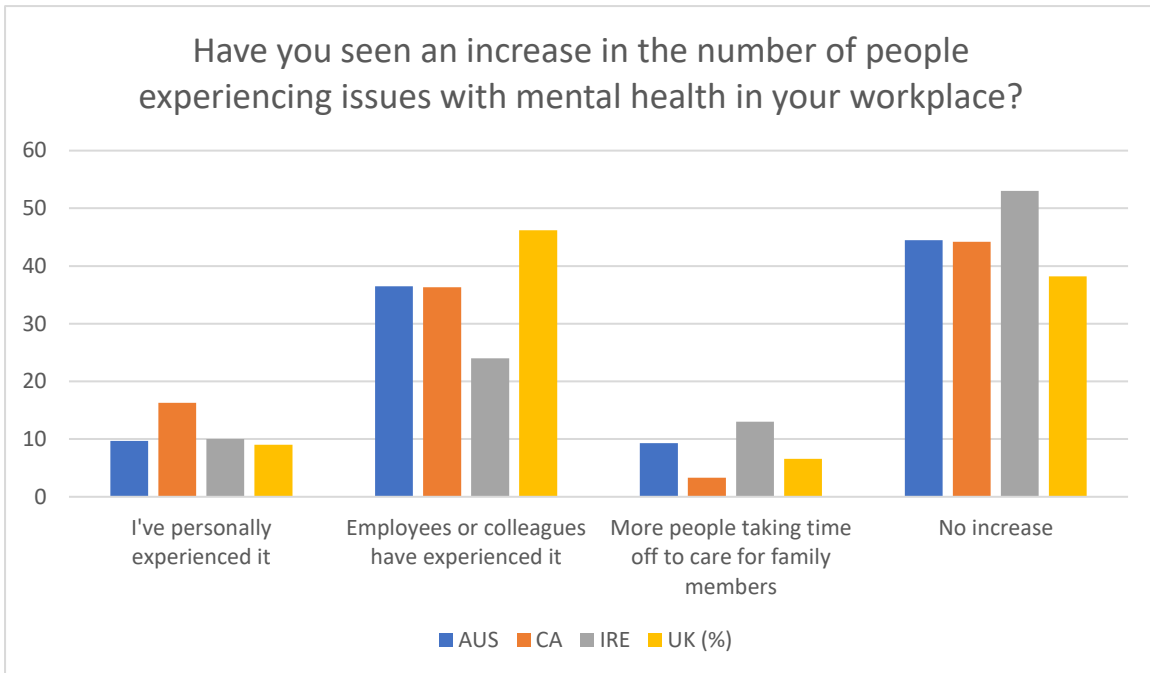
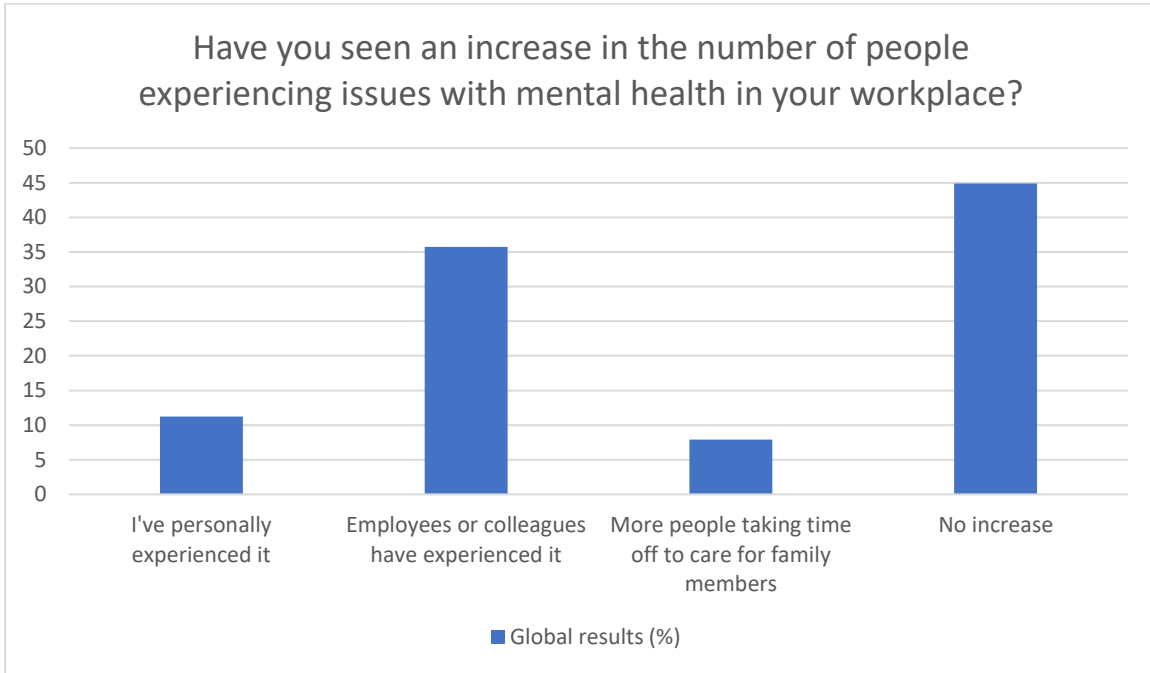


Top 3 by country:

Australia	Canada	Ireland	UK
No (67.6%)	No (55.4%)	No (81%)	No (85.7%)
No but looking to in the next 12 months (17%)	Yes (23.1%)	No but looking to in the next 12 months (14%)	No but looking to in the next 12 months (8.5%)
Yes (12.1%)	No but looking to in the next 12 months (15.2%)	Yes, introduced in the last 12 months (3%)	Yes (4.5%)



Q5:

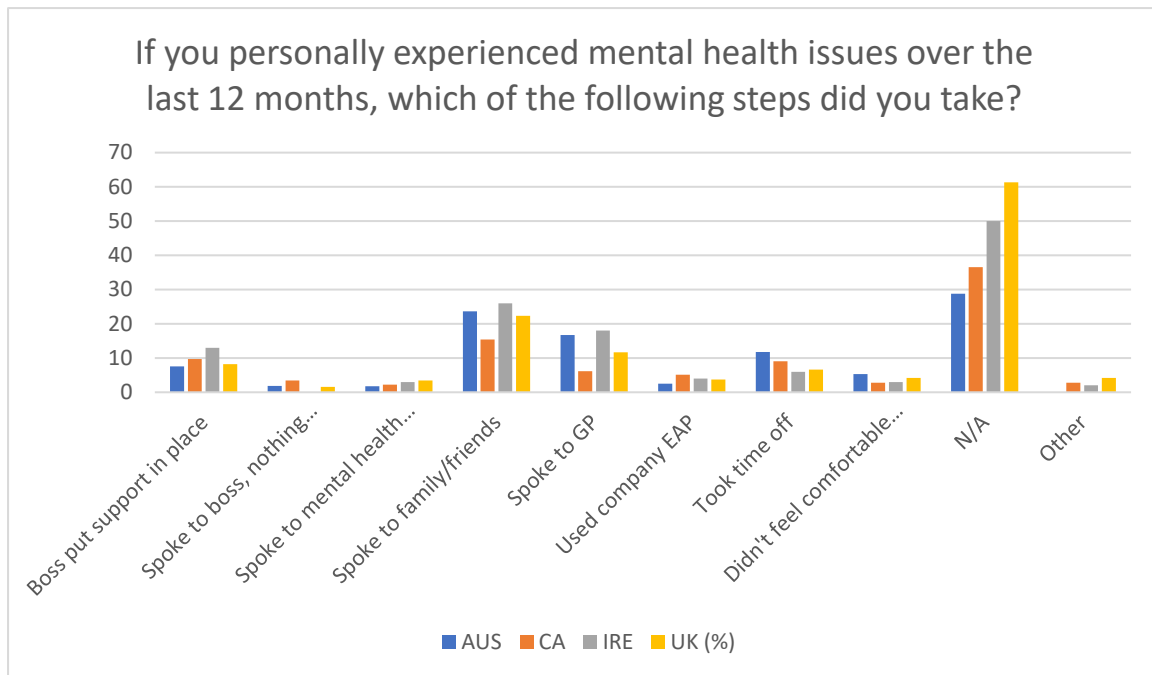
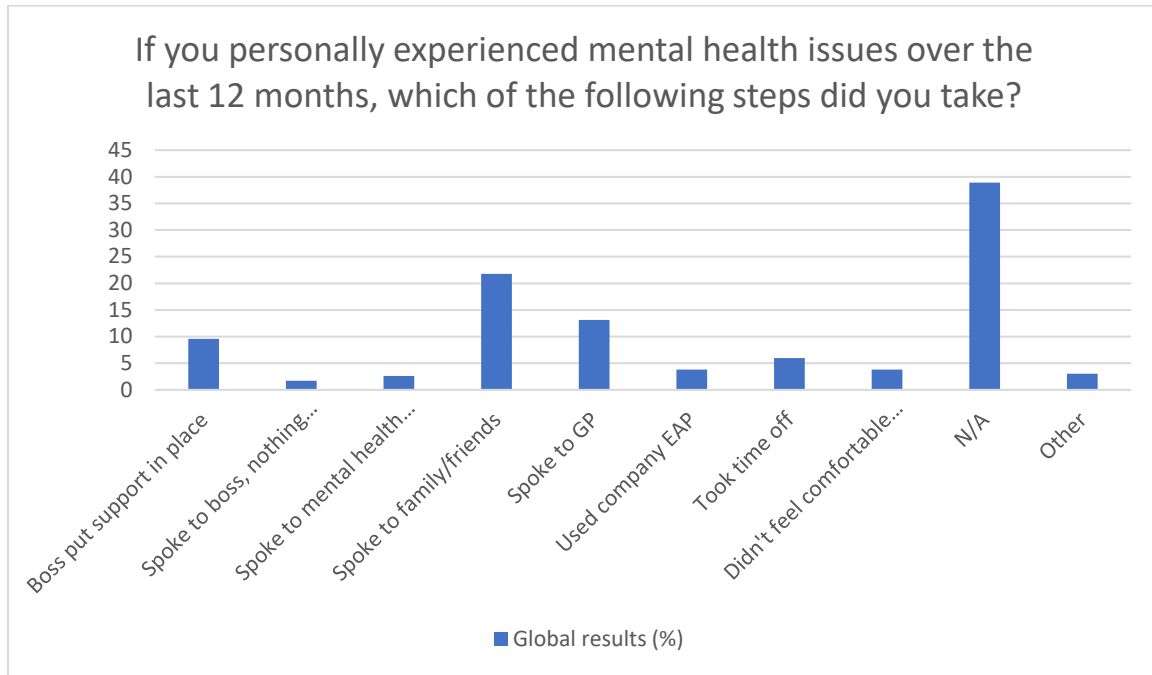


Top 3 by country:

Australia	Canada	Ireland	UK
No increase (44.5%)	No increase (44.2%)	No increase (53%)	Yes, employees or colleagues (46.2%)
Yes, employees or colleagues (36.5%)	Yes, employees or colleagues (36.3%)	Yes, employees or colleagues (24%)	No increase (38.2%)
Yes, I've personally experienced it (9.7%)	Yes, I've personally experienced it (16.3%)	More people taking time off to care for family members (13%)	Yes, I've personally experienced it (9%)



Q6:



Top 3 by country (excluding those who said N/A):

Australia	Canada	Ireland	UK
Spoke to family and friends (23.6%)	Spoke to family and friends (15.4%)	Spoke to family and friends (26%)	Spoke to family and friends (22.3%)
Spoke to my GP (16.7%)	Spoke to my boss and support measures put in place (9.7%)	Spoke to my GP (18%)	Spoke to my GP (11.7%)
Took time off work (11.8%)	Took time off work (9.1%)	Spoke to my boss and support measures put in place (13%)	Spoke to my boss and support measures put in place (8.2%)



Q7:

