



onefoursix Work-Life Balance Commitments

We believe that maintaining a healthy work-life balance is crucial for employee well-being and productivity. Here are several ways we aim to support our employees in achieving this balance:

Flexible Work Arrangements

We offer flexible work options such as remote work, flexitime, compressed workweeks, and part-time schedules. This enables our team to better manage personal commitments and create a work schedule that suits their needs.

Clear Communication and Expectations

We always aim to establish clear expectations regarding work hours, availability, and response times. We encourage open communication between managers and employees to ensure mutual understanding of priorities and deadlines.

Encourage Time Off

We actively promote the importance of taking regular breaks and vacations. We try to encourage employees to use their vacation time and we do not have a culture that glorifies overwork. As managers, we lead by example and take time off themselves.

Workload Management

We monitor employee workloads to prevent burnout and overload. As managers we try to promote realistic expectations and distribute tasks evenly. We actively consider additional resources or redistributing work when necessary to avoid excessive stress on individuals.

Training and Development

We provide opportunities for professional growth and skill development. Offering training programs and workshops not only enhance our employees' abilities but also demonstrates our commitment to your long-term success and work-life balance.

Encourage Boundaries

We encourage employees to establish boundaries between work and personal life. We avoid after-hours emails or meetings whenever possible, and we respect employees' personal time. With our flexible approach to working hours, it is possible you will receive communications from colleagues outside of your working hours but there is no expectations to interact with them.



Recognition and Appreciation

We recognise and appreciate employees' efforts and achievements. Managers regularly acknowledge work, provide constructive feedback, and reward exceptional performance. We hope this fosters a positive work environment and motivates employees to maintain a healthy balance.

Employee Involvement

Where we can, we involve employees in decision-making processes that impact their work-life balance. We seek your input on policies, benefits, and initiatives, as your perspectives can provide valuable insights and increase your sense of ownership and satisfaction.

Regular Feedback and Check-Ins

We conduct regular check-ins and provide feedback on work-life balance matters. We aim to regularly address any concerns or issues promptly and provide support and resources when needed.