



cromwell



CROMWELL'S STAFF WELLBEING & SUPPORT FOCUS



cromwell

At Cromwell, staff support is embedded in the company's identity as a proud, independent, family-run business, we pride ourselves on treating our staff like family, and always want to ensure they feel supported by us as a company.

CROMWELL'S PEOPLE FOCUS

At Cromwell Polythene, our core values, **Resourcefulness, Relationships, and Reliability**, are much more than guiding principles; they are woven into the fabric of our culture and reflect the spirit of the people who power our business.

As a family-owned company, we understand that our success is built on the strength of our team.

By fostering collaboration, integrity, and a passion for progress, we create an environment where people thrive and feel valued. Investing in our staff is not just a priority—it's a strategic commitment to our mission of maximising resourcefulness by providing industry-leading flexible plastic products. We know that when our people grow, so does our ability to serve our customers and the wider community with excellence.

Statement of Excellence

To achieve Cromwell's mission, vision, and uphold our values, we have identified 'The 6 P's' as strategic pillars. The first of our 6 P's is 'People', which revolves around our fantastic team.

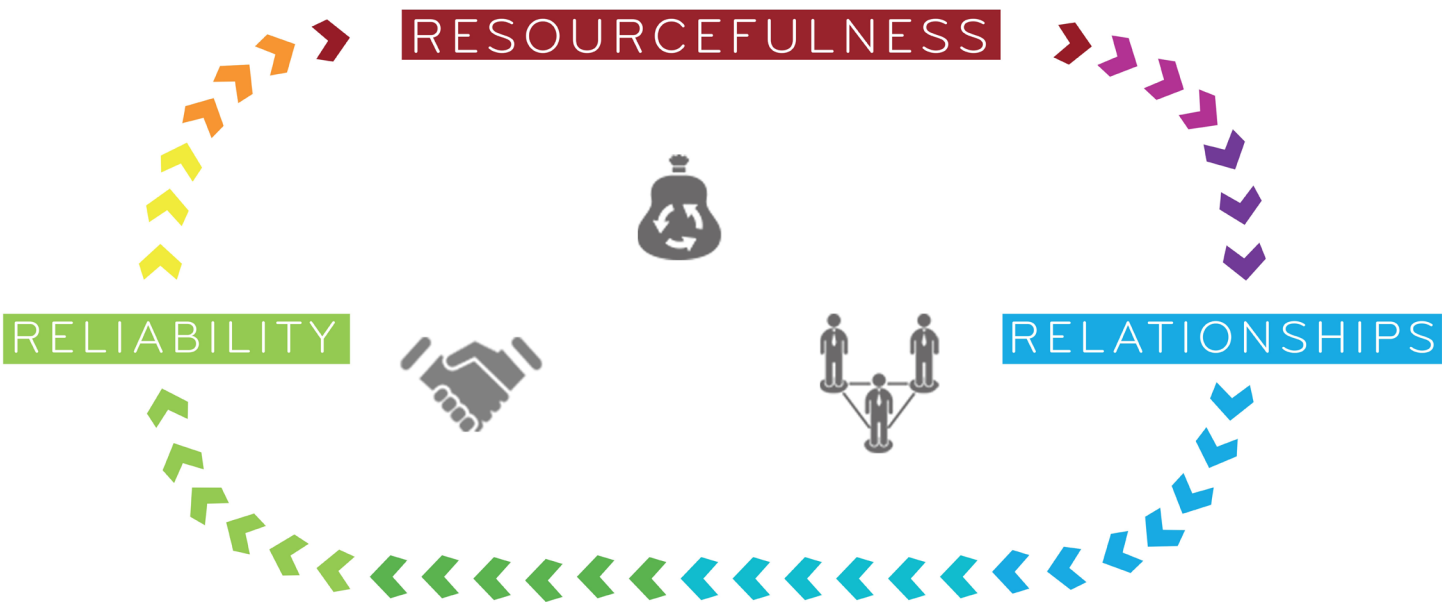
Our team is our greatest asset, central to our culture of excellence. Cromwell is committed to engaging with our people and to providing enjoyable and rewarding careers through training, progression opportunities, responsibility, and competitive pay. But not only this, we want to go above and beyond and ensure we focus on their health, wellbeing and that they feel valued and fully supported too. Our team is our family, and we aim to treat them as such.



VALUES

MISSION: TO MAXIMISE RESOURCEFULNESS BY PROVIDING **INDUSTRY-LEADING** FLEXIBLE PLASTIC PRODUCTS

VISION: SIMPLE, **EXCELLENT** SOLUTIONS FOR WASTE AND RESOURCE MANAGEMENT



Through open conversations, internal events, access to resources, and a strong community ethos, we prioritise emotional wellbeing as much as physical health and safety. It's all part of our mission to build resilience—not just in materials and systems, but in people too. Because when we care for our minds and health, we care for our future.



SUPPORTING WELLBEING ———

KEEPING FIT

Exercise is a powerful tool for improving mental health. It can boost mood, reduce stress and anxiety, improve sleep, and enhance self-esteem.

Regular physical activity can also help with managing symptoms of depression and other mental health conditions. With exercise not only being beneficial for mental and physical health, Cromwell hosts several sporting activities to not only help with health benefits, but also brings a bit of healthy competition and staff engagement to the team.

BOXING:

it's common knowledge that a healthy body fosters a healthy mind and nothing gets the endorphins going like a bit of pad work. That's why we've introduced a boxing-inspired fitness session for our team: Box with Bish Bash.

Led by our very own Marketing Manager and resident boxing aficionado, Josh Wood, these sessions are designed to help staff unwind, recharge, and stay sharp. Participants learn practical boxing techniques, get involved with energetic pad routines, and enjoy a dynamic class that's both engaging and stress-relieving.

Boxing is more than a sport. It's an outlet. It boosts mood, improves focus, and gives participants a fun, physical way to let off steam. And let's be honest, nothing says "I've had a day" like a well-placed jab (at a pad, of course).

Box with Bish Bash forms part of our wider commitment to employee wellbeing. By offering sessions that support both physical fitness and mental clarity, we're creating a workplace where energy levels are high, stress levels stay low, and morale packs a punch.

Want to join the next round? Gloves at the ready, Bish Bash is calling.



FOOTBALL: Cromwell Kickabout

Teamwork doesn't end when the workday does, that's why we introduced Football Fridays, a monthly after-hours 5-a-side match that brings the whole business together, boots, banter, and all.

Originally sparked by our warehouse team's idea for a casual kickabout, the event quickly gained momentum. What began as a friendly five-a-side soon grew into a full-pitch rivalry, with the Office and Warehouse squads squaring off in what's become a highlight of the calendar.

Held on the last Friday of each month throughout Spring and Summer, Football Fridays are open to everyone, whether you're lacing up your boots or cheering from the sidelines. After an hour of footie and friendly competition, the event always ends with laughter, camaraderie, and a winning start to the weekend.

Because at Cromwell, we know that great teams are built on more than KPIs, they're forged on the pitch, in the spirit of fun, fitness, and a shared love of the game.



WALKING: Step into wellbeing

Good ideas, and better moods, can often start with a walk. That's why we introduced our Wellbeing Walks, a simple but powerful initiative designed to support the physical and mental health of our team.

These 30-minute group walks take place on various weekdays, giving everyone from warehouse crews to office teams the chance to get involved. The route? A refreshing loop around the Cromwell grounds, ideal for a leg stretch, a bit of fresh Yorkshire air, and some light-hearted conversation with colleagues.

Sunshine, smiles, and the occasional sing-along makes for a welcome midweek boost. Whether stepping away from the forklift, keyboard, or workbench, our teams come together, proving that a brisk stroll can do wonders for morale.

The benefits speak for themselves. Just half an hour of walking has been shown to reduce stress, lift mood, and sharpen mental clarity, all while improving cardiovascular health and helping to prevent chronic illness.

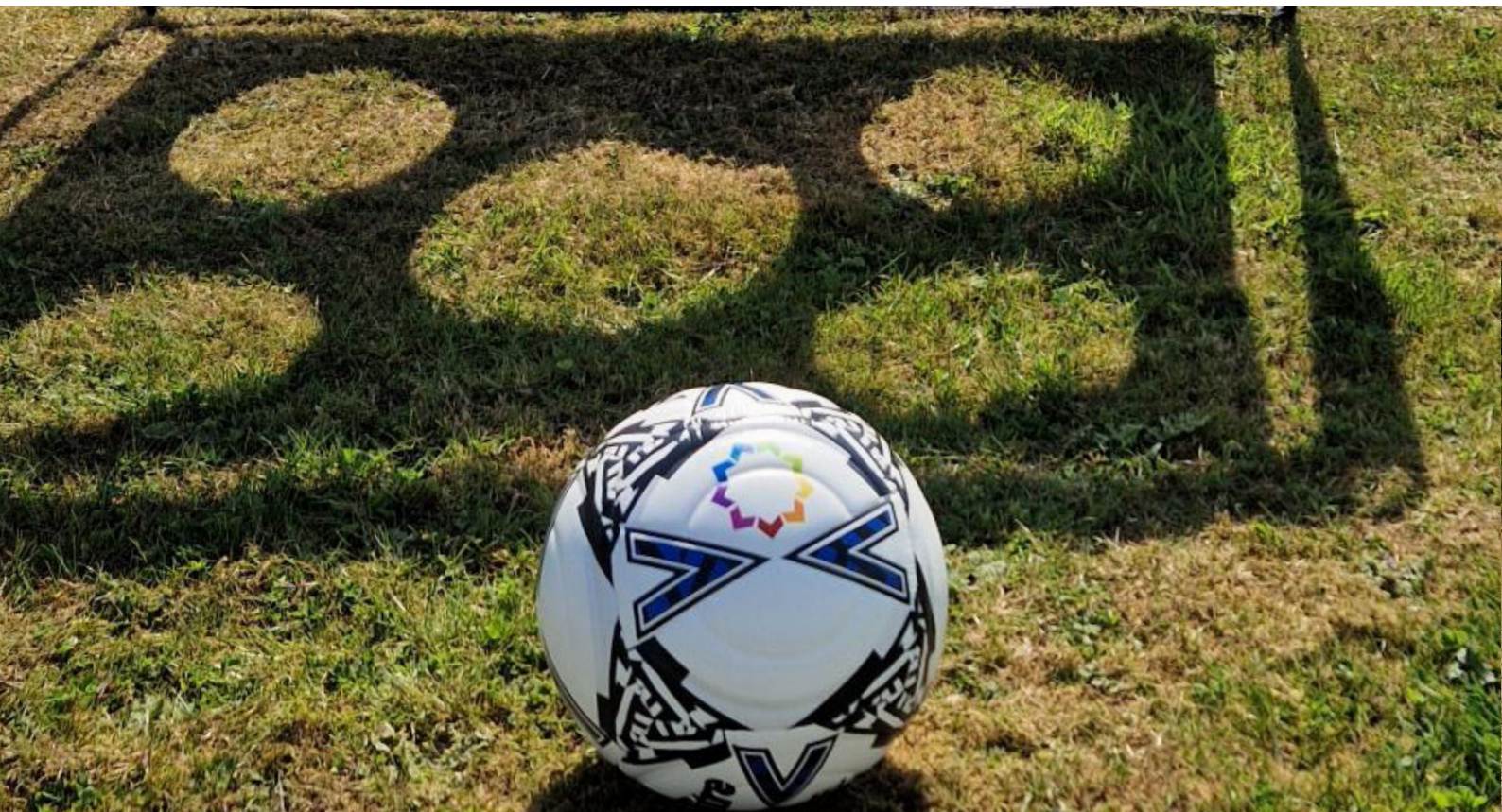
More than just a break, our Wellbeing Walks became a chance to connect, chat, and reset. A small step for each person, a big stride for team spirit.

50 MILE CHALLENGE: Walk to win

We also encourage our staff to get their steps in outside of work too with our monthly 50-mile challenge. As the name suggests, this internal monthly event is all about getting those steps in, whether walking, jogging or running, the challenge is to do 50 miles throughout the month – starting at the beginning of each month, and completing midnight on the final day.

The 50 miles (81km) goal was inspired by our target of £50m revenue by 2030, and is equivalent to exactly 1.62 miles per day, a nice, meaningful and achievable figure to strive for. If the goal of better health wasn't incentive enough, we also provide one individual a £50 sporting gift voucher, with anyone completing the challenge being eligible for the monthly prize.

This is a very popular challenge with our team, and it welcomes a level of fitness outside of the workplace.



FUELLING MOTIVATION

At Cromwell, we don't just believe in supporting our team, we live it, breathe it, and occasionally blend it into a smoothie. That's why we regularly roll out sessions focused on healthier habits, feel-good refreshments, and moments that bring the team closer together. From zingy smoothies and crisp fruit to warming brews and proper chats, our wellbeing initiatives are all about balance, connection, and genuine care. These small yet meaningful moments aren't just perks, they're part of a bigger picture, a workplace culture that puts people first, champions wellbeing, and makes time for what matters, each other.

FREE FRUIT

Since January 2025, Cromwell has been keeping wellness top of the menu by supplying free fresh fruit to all staff. Each week, two fruit boxes are delivered and fully stocked with a colourful variety of options, ready for the team to tuck into.

Available throughout the week, the fruit is there to be enjoyed by everyone. It supports a healthy, balanced diet, helps curb mid-morning hunger pangs, and provides a natural energy lift when it's needed most. Whether you're reaching for an apple between meetings or grabbing a banana before your shift, it's a quick, easy way to nourish both body and mind.

This small but impactful perk adds a splash of positivity to the workplace. It's just one more way we're helping our team stay focused, fuelled, and feeling their best.

SMOOTHIE SESSION

We're big believers in fuelling our team with the good stuff, that's why we regularly host Smoothie Sessions, lunchtime events dedicated to promoting healthy habits and refreshing alternatives to the usual caffeine or fizzy fixes.

On sunny afternoons, the team is invited to sample a vibrant selection of freshly made smoothies, all packed with natural ingredients and plenty of feel-good flavour. Swapping coffee for cool fruit blends, these sessions offer a delicious way to stay hydrated, enjoy part of your 5-a-day, and support overall wellbeing.

With four favourites in rotation, Pina Colada, Berry Blast, Orange & Mango, and Banoffee, there's something to suit every palate. Staff are welcome to try one, two, or the full set, with many using the moment to unwind, connect with colleagues from other departments, and enjoy a healthy treat in the sunshine.

More than just a drink, our Smoothie Sessions deliver a little pick-me-up, a lot of vitamins, and a refreshing chance to mingle midweek.

EASTER COFFEE MORNING

Breakfast often sets the tone for the day. Skipping it often leads to low energy, a dip in mood, and a sluggish start. We also know the power of a friendly chat over a cuppa, especially when it comes to easing stress or lifting spirits. So, we've combined both—enter our Coffee Mornings.

These relaxed, breakfast-time gatherings are open to all staff. Whether you're in the mood for a chat, in need of a listening ear, or simply fancy a quiet cup of tea or coffee with a slice of toast, this is your moment to pause and reset before the workday kicks in.

Launched with our Easter Coffee Morning, these events offer a spread of comforting options—hot cross buns, crumpets, toast, pastries, and plenty of hot drinks. They've quickly become a feel-good favourite, offering staff the chance to connect, share, or just enjoy a peaceful start to the day.

It's a simple idea, but one that leaves a lasting impact. A warm drink, a full belly, and good company can make all the difference.



DIRECTORS LUNCH

Great conversations can happen over great food. That's why we introduced our Quarterly Directors' Lunches, a chance for team members from every corner of the business to sit down, share a meal, and connect beyond the day-to-day.

Each quarter, one of our four directors hosts a lunch, bringing together a randomly selected group of employees from across all departments. It's informal, inclusive, and a fantastic way to build relationships, spark ideas, and enjoy time together in a relaxed, off-site setting.

With a delicious meal provided and no agendas on the table, these lunches offer a welcome pause from the routine. Whether you're a new starter or a long-standing team member, it's a brilliant opportunity to get to know the people steering the business, as well as colleagues you might not normally cross paths with.

These gatherings continue to be a hit, adding flavour to our culture and reminding us all that connection is just as important as productivity, with their workmates outside of the Cromwell walls.



SUPPORTING WELLBEING

FUN & TEAM BONDING

SUMMER CELEBRATION & CHRISTMAS PARTY

We believe in celebrating our people and achievements all year round, not just at Christmas. That's why, alongside our festive December party, we host a vibrant Summer Party to mark our mid-year successes.

This much-anticipated event brings our entire team together to enjoy the sunshine, with fun games, team activities, and delicious food, including crowd favourites like stone-baked pizzas and real ice cream.

Both events are more than just celebrations, they're a chance to connect, reflect, and enjoy each other's company, strengthening our family spirit and recognising the contributions that drive our success.

Our Summer Party is a calendar highlight, where memories are made, laughter is guaranteed, and the Cromwell camaraderie shines at its brightest.

DRY JANUARY

Each month aim to focus on a different wellbeing theme, often kicking off the year with the classic challenge of cutting back on alcohol. To support this, we start January with a fun, refreshing twist on Dry January, Mocktail Tasters in our canteens.

Hosted on select days throughout the month, these sessions bring the team together to enjoy tasty, alcohol-free alternatives in a relaxed, social setting. It's a great opportunity to unwind, try something new, and support one another in making healthier choices, all while boosting both individual wellbeing and team spirit.

Cheers to good health, great flavour, and the shared goal of starting the year feeling our best.



DOG DAYS

Sometimes the best way to lift your mood is with a wagging tail and a furry cuddle. For our dog-loving team, nothing brightens the workday quite like a visit from our four-legged friend, Mr Boots.

Boots, the beloved pet of Director Alex Lee, is a regular guest at Cromwell. His bubbly personality and ever-wagging tail make him an instant hit with the team, and his presence brings a burst of joy and calm wherever he trots. Whether he's snoozing under a desk, playfully trotting through the office, or sitting patiently for fuss, Boots has become a much-loved part of the Cromwell family.

Scientific studies back up what we've long known: spending time with dogs helps lower cortisol, the stress hormone, while boosting oxytocin, the hormone that fosters connection and happiness. So, when Boots is in, staff are encouraged to take a moment to stroke, cuddle, or simply sit with him for a quick mental refresh.

Boots loves being here just as much as we love having him, and every visit reminds us that wellbeing doesn't always come from a workshop, it can come from a wet nose and a wagging tail.



CROMWELL CARNIVAL

Sometimes the best way to lift spirits is to roll up your sleeves and just have a bit of fun. That's exactly what our Cromwell Carnival delivers, a throwback to carefree childhood days, filled with classic games and plenty of laughter.

From skittles and darts to football challenges, bean bag throws, and the ever-popular coconut shy, the carnival is packed with activities for everyone to enjoy. And if you fancy something a bit more action-packed, the legendary NERF battle never fails to bring out everyone's competitive streak.

Our carnival may not come with a big top, but it's packed with big smiles, great energy, and moments that bring the whole team together.

DARTS COMPETITION

When winter put Football Fridays on pause, the Cromwell crew don't call time on monthly team socials. Instead, we swap pitch for pub-style play and launch our very own darts tournament, a bullseye decision, if we say so ourselves.

While the trophy is shiny, the real prize is the camaraderie. The competition brings together colleagues from across departments, making it a brilliant excuse for a bit of healthy competition and out-of-hours mingling.

At Cromwell, we're always game for building connections, and in this case, it just happened to involve a few trebles and a perfect finish.



SUPPORTING WELLBEING

HERE TO TALK

Rooted in our family values, we are committed to creating an environment where every individual feels supported, heard, and respected. Mental health matters, and we're proud to foster a culture where it's okay to talk, to take time, and to ask for help.

MENTAL HEALTH FIRST AIDERS

Cromwell now has Mental Health First Aiders. Having a Mental Health First Aider in the workplace is vital for creating a supportive environment, ensuring employees have someone trained to listen, offer guidance, and signpost professional help when needed, helping to break stigma and promote overall wellbeing.

Staff can book a slot with any of these "MHFA" - being a mental health first aider simply means that they can listen, and they can point people in the right direction to get you the support they need - be it a counsellor, financial support, or anything to help with health and wellbeing.

There are 11 members of staff across all departments, both male and female, who are always available to lend a listening ear to anyone in the business.





cromwell

Get to know us better

T: 01977 686 868
E: info@cromwellpolythene.co.uk
W: www.cromwellpolythene.co.uk

Head Office

Cromwell Polythene Ltd,
1 Glentool Avenue,
Sherburn in Elmet, Leeds
LS25 6RE