



**WELLNESS**

**ESS  
WELLNESS  
COMMITMENT**

# HEALTH AND WELLBEING ARE ALWAYS TOP OF OUR AGENDA



Message from **Harjeet Moore**, Head of People and **Leanne King**, Head of Nutrition and Wellbeing.

By providing the right education and environment, we believe that we can help to change lives for the better.

Our **Wellness Commitment** is comprised of four key pillars:

- **Healthier Mind**
- **Healthier Food**
- **Healthier Body**
- **Healthier World**

These provide the backbone of our **Wellness Commitment** and underpins everything we do.

At ESS we believe prevention is better than cure. To do this we take a holistic and tailored approach that aims to empower our customers, clients and colleagues with knowledge to create healthier behaviours. With the tailored and individual support provided by our Nutrition and Wellbeing Team, it enables individuals to take action for their own wellbeing needs.

We recognise that wellbeing is much wider than our physical or mental health. Therefore our approach also consists of a much wider agenda to include the food we provide and the environment. For example, the environment in which we work in, and also the bigger picture of creating a more sustainable future for our planet. This enables our approach to contribute to building a better and brighter future for all.

*“A culture of well-being, driven by great people management, is good for employees and good for business. It makes the workplace a more productive, attractive and socially responsible place to work.”<sup>1</sup>*

*“An effective wellbeing programme needs to be specific and based on employee need.”<sup>1</sup>*

<sup>1</sup> CIPD & Simply Health, Health and Wellbeing at Work Survey 2020



The 'CIPD & Simply Health 2020 survey for wellbeing within a business' states that for a wellness commitment to be effective, it needs to be appropriate for the demographic and be part of the business's culture.

This has been shown to benefit both the employee and employer.

#### **Benefits to employee:**

- Enhances health and wellbeing
- Enhances self-esteem
- Reduces stress
- Improves mental health
- Improves staff morale
- Increases job satisfaction

#### **Benefits to employer:**

- Increases productivity
- Decreases absenteeism and presenteeism
- Decreases sickness cost
- Reduces staff turnover
- Reduces occupational accidents and injury
- Provides an opportunity for team building
- Demonstrates business commitment to the health and wellbeing of all employees

At ESS, we aim to do this through providing tailored education and tools to help our colleagues lead a more safe, healthy and balanced lifestyle within the workplace and at home.

As mentioned previously, our **Wellness Commitment** has four main pillars (Figure 1.) to improve overall wellbeing. We are committed to fostering an inclusive wellbeing culture across our business. As part of this we ensure our managers are appropriately trained and supported by providing them with the tools to educate and share learnings with their teams.

We promote initiatives covering wider health and sustainability topics whilst also providing tailored wellbeing education and tools to support leading a healthier lifestyle both at work and at home.

# ESS WELLNESS COMMITMENT PILLARS:

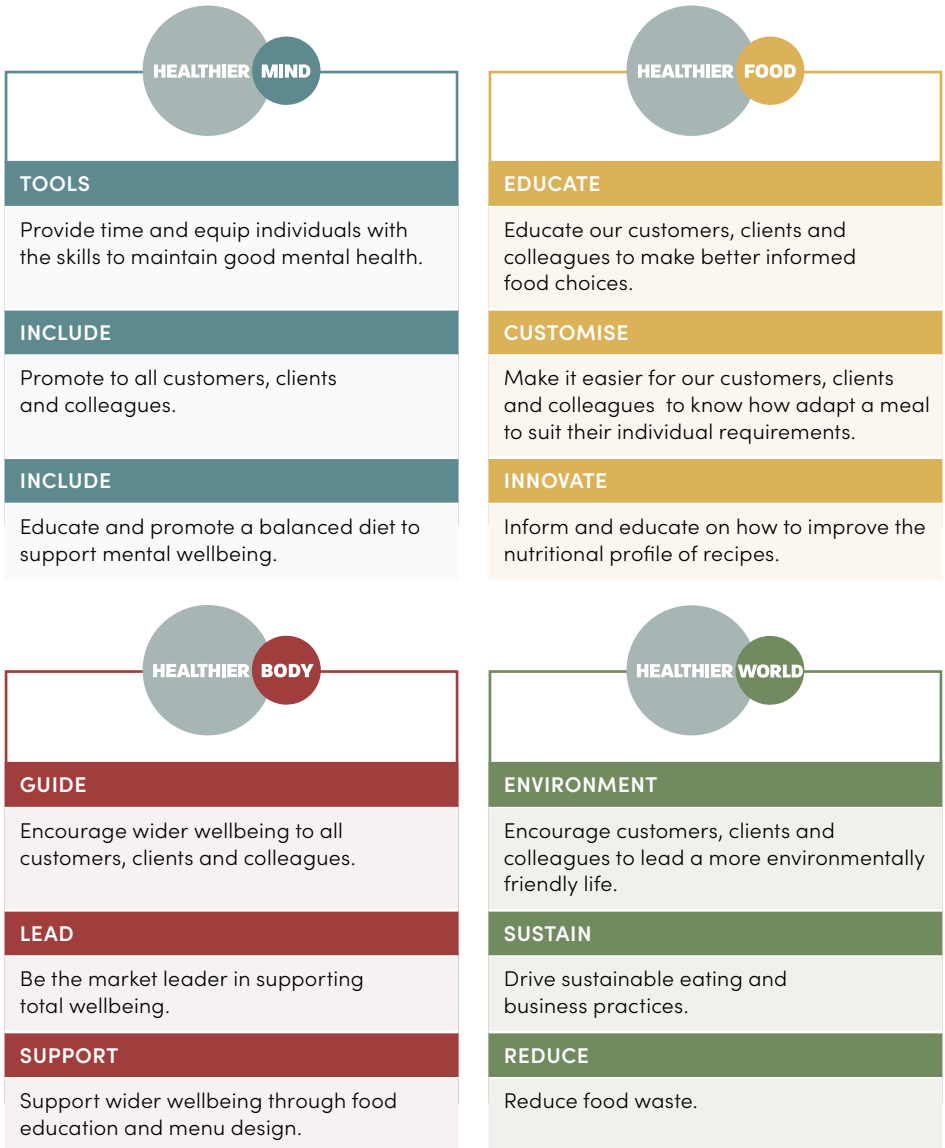


Figure 1.

# A MESSAGE FROM OUR ESS MANAGING DIRECTOR



Mark Webster,  
Managing Director, ESS

The pandemic has highlighted many things, not least the importance of looking after ourselves, our friends and family, our colleagues and the wider community. At ESS, we want to support the mental and physical health of everyone who is impacted by our business, as well as contributing to wider social and environmental causes where we believe we can have a positive effect.

Our **Wellness Commitment** is underpinned by clear objectives and detailed plans for action under each of these pillars.

Looking after the health and wellbeing of our people and the customers we serve is something that I feel very passionately about and I'm really excited by what we have in store over the coming months. I hope that you will engage with, and derive real benefit from, the varied programme of activities and resources being developed and delivered by our fantastic ESS Nutrition and Wellbeing Team.

A handwritten signature in blue ink that reads "Mark".

Mark Webster  
Managing Director, ESS

# HEALTHIER MIND COMMITMENTS

TOOLS	INCLUDE	INFORM
Provide time and equip individuals with the skills to maintain good mental health.	Promote to all customers, clients and colleagues.	Educate and promote a balanced diet to support mental wellbeing.

## ESS WELLNESS MENTAL HEALTH IN THE WORKPLACE

1 in 6 working-age adults have symptoms associated with mental ill health<sup>1</sup> and 1 in 7 people will experience mental health problems within the workplace<sup>2</sup>.

The conditions and environment we work in can affect our mental health and an individual's mental health can affect how they perform in their job.

ESS believe that it is important we remove the stigma around mental health within the workplace. To help achieve this, we aim to provide tools and support to all of our customers, clients and colleagues. This will help us to stay focused on what we are aiming to achieve and improve overall wellbeing for all.

This is further supported through our presence on our 'WeAreESS' social media channels where we promote our Healthier Mind pillar with webinars, tip videos and infographics on YouTube, TikTok and Instagram.



<sup>1</sup> McManus S, Bebbington P, Jenkins R, Brugha T. Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014 [Internet]. Leeds; 2016.  
<sup>2</sup> Lelliott, P., Tulloch, S., Boardman, J., Harvey, S., & Henderson, H. (2008). Mental health and work.

# MENTAL HEALTH AT WORK

HEALTHIER MIND

## MENTAL HEALTH AT WORK COMMITMENT

We are committed to supporting the mental health of our customers, clients and colleagues and have therefore signed up to the **Mental Health at Work Commitment**. Employers who sign the commitment will lead the way in implementing each standard.

Signing up to this commitment declares publicly that mental health at work is a priority for ESS and we are joining the growing movement of likeminded employers, businesses and organisations across the UK.

The six standards making up the Mental Health at Work Commitment are shown below.

1

Prioritise mental health in the workplace by developing and delivering a systematic programme of activity.

2

Proactively ensure work design and organisational culture drive positive mental health outcomes.

3

Promote an open culture around mental health.

4

Increase organisational confidence and capability.

5

Provide mental health tools and support.

6

Increase transparency and accountability through internal and external reporting of activity.

# WELLNESS ROOMS

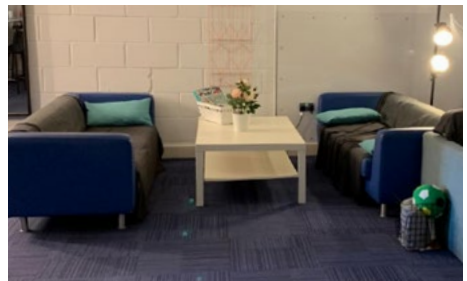
ESS aims to promote and support the mental health and wellbeing of our colleagues by creating Wellness Rooms across our sites.

Our Wellness Rooms create a social environment that encourage our colleagues to to relax, share a drink or a bite to eat. The rooms also facilitate a comfortable space to be able to open up should our colleagues feel they need support.

We want to create positive working environments which support wellbeing, create a culture of openness and acceptance around mental health.

We encourage colleagues to look out for each other's mental health as well as their own, create the time to talk and ensure that managers and colleagues know where to go for support in dealing with mental health problems.

The Wellness Rooms provide the perfect space to support and encourage conversations about mental health.





# MENTAL HEALTH FIRST AID, MINDFUL MOMENTS AND TOOLBOX TALKS

Food and mental health are closely linked. As a catering company with internal expertise, we emphasise the importance of a good diet and the positive impact it can have on our mental health. The Nutrition and Wellbeing Team reinforce this message and provide tips on how to fuel both mind and body. We dedicate time to educating the best ways to maintain good mental health and provide resources covering a range of topics, from reducing stress to improving sleep.

Our successful roll out of our **Mental Health First Aid** training helps to support our on the ground teams. We have introduced monthly **Mindful Moments Toolbox Talks** for

all units. These aim to highlight a specific topic that can impact mental health and provide tips and advice on how to manage or improve mental wellbeing. This is further supported by a monthly **Mindful Moments Webinar** where on the fourth Wednesday of every month, we have an online open panel discussion linked with the Toolbox Talk topic. These topics also feed into our wider Wellness Commitment pillars and are all further supported through our monthly **Wellness Newsletter** and **Healthier Mind Newsletter**.

Mindfulness sessions are also available to all unit teams and delivered by our Nutrition and Wellbeing Team.

**ASK YOUR MENTAL HEALTH FIRST AID SPECIALIST**

**HEALTHIER MIND**

If you're interested in finding out more about Mental Health First Aider training send us an email.

We are qualified in Mental Health First Aid.

**HARJEET MOORE**  
HEAD OF PEOPLE  
ESS

**EVAN JUDGE**  
SENIOR HSE MANAGER  
Defence and Government Services

**ALLAN ERRINGTON**  
HSEQ MANAGER  
Offshore

If you have any questions, or ideas on how we can improve how we support our people, please get in touch with anyone of us directly. If you need to seek support in mental health issues, please contact [harjeet.moore@compass-group.co.uk](mailto:harjeet.moore@compass-group.co.uk) or on 07971 090905. Please note we have a large number of resources that can be found in the **ESS mental health** section on the **HSE Website**.

Subscribe to "WeAreESS" YouTube channel and follow "WeAreESS" on Instagram.

Get in touch with us today by scanning the QR code.

**Mental Health First Aider**  
MHFA England

YouTube, Instagram, QR code

# HEALTHIER FOOD COMMITMENTS

HEALTHIER FOOD

EDUCATE	CUSTOMISE	INNOVATE
Educate our customers, clients and colleagues to make better informed food choices.	Make it easier for our customers, clients and colleagues to know how adapt a meal to suit their individual requirements.	Inform and educate on how to improve the nutritional profile of recipes.

We love educating our customers, clients and colleagues about making healthier choices, and giving them the tools to recognise which meals will best suit their daily needs. We know these needs can vary significantly from day to day depending on their role within the workplace and also at home.

Our Nutrition and Wellbeing Team are on hand to support at health fairs, stands, workshops and presentations to further promote and educate our customers, clients and colleagues about better informed choices for their individual needs and lifestyle. To support our philosophy on healthy balanced eating we hold a monthly **Wellness Webinar**.

Our Nutrition and Wellbeing Team work with our chefs to provide recipe cards and videos on how to prepare affordable, quick, tasty and nutritionally balanced meals at home. Alongside this, we also share regular webinars and tip videos which cover a range of topics to ensure there is something for everyone.

Our '**WeAreESS**' presence on social media channels (including Instagram, YouTube and TikTok) enable our resources to reach a wider audience and further educate, inform and reinforce our four commitment pillars.



# ESS HEALTHIER MEAL OPTION

HEALTHIER FOOD



## NUTRITIONIST'S CHOICE

Through consumer research carried out on our sites, healthier options are often perceived to be more expensive. At ESS we ensure this is not the case.

Our healthier food offer, **Nutritionist's Choice**, ensures consumers can select the healthier option at a glance. Due to the varied roles within our different Defence, Government Services and Energy sites, we have different food offers to suit different needs.

This meal offer has been created to enable everyone to choose a healthy and balanced meal no matter what job, role or energy demands they have.

The **Nutritionist's Choice** meal offer is not calorie controlled, is based on the principals of the Eatwell Guide and provides:

- Foods that are not high in fat, saturated fat, sugar or salt.
- A complete balanced meal containing carbohydrate, protein and vegetables or salad.
- No added fat to vegetables or carbohydrate foods.
- No added sugar or salt in the cooking process.

### Nutritionist's Choice, Under 500

For those watching their calorie intake we have developed a range of healthy calorie controlled meals which are::

- Under 500 kcal.
- Not high in fat, saturated fat, sugar or salt.
- Complete and balanced, containing carbohydrate, protein, vegetables or salad.
- Contains at least one of your 5 a day.
- Contains a 'source' of protein.
- Contains fibre.



# HEALTHIER BODY COMMITMENTS



GUIDE	LEAD	SUPPORT
Encourage wider wellbeing to all customers, clients and colleagues.	Be the market leader in supporting total wellbeing.	Support wider wellbeing through food education and menu design.

Our Nutrition and Wellbeing Team are on hand to make recommendations and give suggestions about how our customers, clients and colleagues can maintain a healthier lifestyle. They can provide tailored and specific wellbeing education and training resources, designed to meet individual needs.

All of our colleagues have access to 'Perks at Work', which offers a range of services and exclusive benefits. There are discounted and free trial memberships to gyms, fitness apps and classes. Furthermore, there are live fitness classes and workshops every Thursday, as well as a video hub with on-demand exercise classes.



Through YouTube and Instagram our Nutrition and Wellbeing Team provide tips and information to support a Healthier Body, linking exercise with fuelling your body correctly and maintaining positive mental health.

To find out more, just search 'WeAreESS'.

## MEDIBIO

Staying both physically and mentally healthy is important to us, so we have invested in Medibio; a company that uses technology to improve overall health and wellbeing of body and mind.

When colleagues sign up, they are provided with a log in to the **ilumen** app. They are asked to complete an initial self-assessment questionnaire which is followed up two weeks later to track progress.

The app can be linked to a range of smart wearable devices such as Garmin and Fitbit. This allows the app to pick up on heart rate, sleep quality and physical activity levels allowing these measurements to identify an individual's physiological state. Personal recommendations and tips are then given based on these results to help improve individual wellbeing.



# HEALTH MOT'S

Our Health MOTs provide ownership of key health measurements to manage wellbeing effectively, as prevention is always better than cure.

Our Health MOT's can consist of the following:

- Body Mass Index (BMI)
- Waist Circumference
- Blood Pressure
- Total Cholesterol, HDL Cholesterol and Cholesterol ratio
- Blood Glucose
- Full body composition analysis: body fat %, total body water %, muscle mass, visceral fat

On completion of the health MOT, one of our Nutrition and Wellbeing Team can talk you through your results, discuss any lifestyle changes you may consider and set achievable goals to help you reduce your risk of disease and improve your overall wellbeing.



## WELLNESS LIBRARY

We also have our Wellness Library with resources to support overall wellbeing. Within this library, we have booklets covering a range of topics to support a Healthier Body, including digestive health, immune system, energy balance and getting the most out of your exercise. Again, these booklets are underpinned by all four of our commitment pillars and are available upon request for customers, clients and colleagues.



# HEALTHIER WORLD COMMITMENTS

ENVIRONMENT	SUSTAIN	REDUCE
Encourage customers, clients and colleagues to lead a more environmentally friendly life.	Drive sustainable eating and business practices.	Reduce food waste.

In line with the Climate Promise made by Compass Group UK&I, sustainability is a prime focus within ESS. We're always on the lookout for ways to reduce the environmental footprint of our business. ESS is on a mission to minimise waste and drive sustainable eating practices through working with suppliers who share our values. This is also the same for our customers, clients and colleagues, who we encourage to lead more environmentally friendly lifestyles so that we can all play our part in having a positive impact on the planet.

As mentioned previously, our pillar commitments all feed into one another; **Healthier World** is no different. For example, our recipes and videos not only promote nutritionally balanced

meals, but also encourage more sustainable eating practices.

Through our YouTube and Instagram channels and live webinars we promote and educate our customers, clients and colleagues on how they can take individual steps to protecting our environment for the future.

Our **Healthier World** commitment extends across all of our ESS sites. We understand leading more environmentally friendly lifestyles isn't always simple, so we aim to provide our customers, clients and colleagues with the tools and support to do so. Furthermore, our monthly newsletters outline other Healthier World initiatives and suggestions on how we can all get involved.



# SUSTAINABLE INVESTMENTS IN ESS

## CASE STUDY: RSME BROMPTON

In the UK, we waste approximately 6.7 million tonnes of food per year<sup>1</sup>.

The team at one of our ESS sites, RSME Brompton wanted to find a way to make sustainable investments on site to improve biodiversity and ensure that good waste wasn't sent to landfill. To do this, they have set up beehives, allotments and wormeries on site.

Since creating their wormery they have found that the worms consume around 40kg of production waste per week from the combined mess kitchen – this equates to around 40% of total food waste for the site!

The wormery has contributed to their target of removing two tonnes of food waste from the site. It has been such a success that the worms are now self-populating the wormery, with current numbers estimated to be around 35,000 worms!

In July 2021, they had a second smaller wormery installed for the Officers Mess, with a target of feeding them around 20–25Kg of waste per week.

We're really excited about creating more sustainable investments across our wider ESS estate. These aim to make it easy for our sites to become more sustainable and help us move in the right direction for a Healthier World.



1. Food Waste: The Complete 2021 Guide - CheaperWaste

# ESS WELLNESS CALENDAR PROMOTIONS

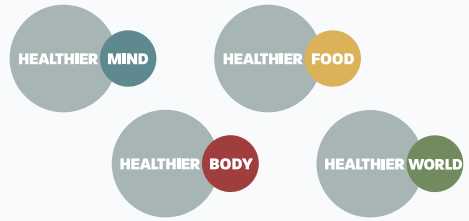
Our dedicated internal Nutrition and Wellbeing Team of registered nutritionists drive the forward movement of our Wellness Commitment, using their individual expertise to support external promotions and events.

Through planning a tailored twelve month agenda that incorporates wider UK and international health promotion campaigns and initiatives, we support and improve the wellbeing of our customers, clients and colleagues. A range of events are included to align to the four Wellness Commitment pillars.

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY
HEALTHIER MIND	World's Biggest Coffee Morning  World Suicide Prevention Day	World Mental Health Day  National Work Life Week	Movember  International Stress Awareness Week  16 Days Against Domestic Violence  Self Care Week  World Kindness Day  Mens Mental Health Awareness Month  International Survivors of Suicide Loss Day		Blue Monday	Time to Talk Day  Random Acts of Kindness Day  Children's Mental Health Week
HEALTHIER FOOD	Know Your Numbers Week	National Cholesterol Month	Veg Pledge	Better Choices Throughout The Festive Period	Veganuary	
HEALTHIER BODY	Organ Donation Week  Jeans for Genes Day  National Eye Health Week  National Fitness Day  Blood Cancer Awareness Month	Stoptober  Back Care Awareness Week  Breast Cancer Awareness Month  World Menopause Day		World Aids Day	Smear for Smear Week  Dry January	National Heart Month  World Cancer Day
HEALTHIER WORLD	Zero Waste Day  Recycle Week  British Dietetic Association One Blue Dot Campaign	National Clean Air Day  International Infection Control Week  Global Hand Hygiene Day	National Recycling Week	International Volunteer Day	Veganuary	



We promote the calendar using a range of methods including leaflets, posters, booklets, webinars, social media and face to face sessions to help reach everyone in our ESS family and beyond.



MARCH	APRIL	MAY	JUNE	JULY	AUGUST	
Eating Disorders Awareness Week World Sleep Day	Stress Awareness Month World Autism Awareness Day	Mental Health Awareness Week	Carers Week Men's Health Week	Talk to Us Month International Week of Friendship	World Humanitarian Day	HEALTHIER MIND
Eating Disorders Awareness Week	Bowel Cancer Awareness Month	National Vegetarian Week Sugar Awareness Week	Healthy Eating Week Nutrition and Hydration Week	Health Information Week World Chocolate Day	World Breastfeeding Week	HEALTHIER FOOD
No Smoking Day World Oral Health Day National Workout and Wellbeing Week	World Health Day Walk to Work Day On Your Feet Britain	National Walking Month Sun Awareness Week World Digestive Health Day	Diabetes Awareness Week		Cycle to Work Day	HEALTHIER BODY
Fairtrade Fortnight Earth Hour	Earth Day Stop Food Waste Day World Health Day	World Fairtrade Day Water Saving Week	World Environment Day Clean Air Day	Sustainable Summers		HEALTHIER WORLD

# GET INVOLVED AND JOIN OUR WELLNESS FAMILY

We have a range of resources to help you and your wellbeing. Scan the QR codes below to get in touch with our Nutrition and Wellbeing Team and to sign up to our monthly Wellness Newsletter.

**WELLNESS**

**ASK YOUR NUTRITION SPECIALIST & WELLBEING PARTNERS**

Ask anything to do with nutrition, health and wellbeing.

Drop us an email and we will get back to you as soon as possible.

**Harjeet Moore**  
Chartered FCPO, MScHRM  
HEAD OF PEOPLE  
(WELLBEING PARTNER)

**Leanne King**  
BSc (Hons), PGCE, DipEd  
ESS HEAD OF NUTRITION  
AND WELLBEING

**Katrina Francis**  
BSc (Hons), AdvApp, BEd Level 2  
NUTRITION AND WELLBEING  
ENGAGEMENT OFFICER

**Heidi Wright**  
BSc (Hons), MSc, AdvApp  
NUTRITION AND WELLBEING  
ENGAGEMENT OFFICER

If you have any queries, email and ask your ESS Nutrition and Wellbeing specialist at: [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk)  
Subscribe to **WeAreESS** YouTube channel and follow **WeAreESS** on Instagram.  
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**YouTube**

**WELLNESS**

**CHECK OUT WELLNESS ON OUR NEW YouTube CHANNEL**

Improve your Wellness by watching videos from our registered ESS Nutrition & Wellbeing Team.

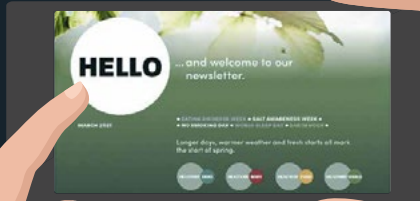
Also follow us at **WeAreESS** on Instagram.

# MONTHLY ESS NEWSLETTER

## CHECK OUT AND SIGN UP TO OUR MONTHLY ESS WELLNESS NEWSLETTER

WELLNESS

Just scan the QR code, below, to stay informed.



If you have any queries, email any ask your ESS Nutrition and Wellbeing specialist at: [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk).

Subscribe to **WeAreESS** YouTube channel and follow **WeAreESS** on Instagram and TikTok.



**WELLNESS**

**HELLO** ...and welcome to the May issue of our Wellness Newsletter.

MAY 2022

HEALTHY MIND HEALTHY EYES HEALTHY BODY HEALTHY NUTRITION

This month's newsletter aims to boost your overall wellbeing and highlight health and wellbeing initiatives which support each of our business pillars: **Healthier Mind, Healthier Food, Healthier People and Healthier World**. May is **National Walking Month** which encourages us to incorporate more walking into our day, bringing a great opportunity to get outside and hopefully enjoy some sunshine. But as the sun comes out, don't forget to protect your skin, supporting **Sun Awareness Week**.

Not only a wonderful gift for our physical health, but our mental health too. In support of **Mental Health Awareness Week**, throughout this week we will be providing you with tips to help your mental health and a mental health first aid discussion on how to deal with loneliness. This mental health first aid discussion will also coincide with our monthly **World Digestive Health Day**.

Throughout this month we celebrate what we do at ESS to support wider initiatives such as **National Vegetarian Week** and how we keep our community safe by following **COVID-19** guidelines.

WELLNESS brought to you by ESS

**NATIONAL WALKING MONTH**

**SUN AWARENESS WEEK**

WALKTHISMAY

It's time to get outside and enjoy the sun. Sun Awareness Week aims to raise awareness of the risks of sun exposure and encourage people to take steps to protect themselves from sun damage.

**WORLD DIGESTIVE HEALTH DAY**

**MENOPAUSE SUPPORT**

**BALANCE**

Menopause is a natural part of life, but it can be a challenging time. We offer support and resources to help you navigate this stage of life.

# SUPPORT FOR OUR ESS COLLEAGUES

## YOU MATTER

We also have some great resources through our YOU MATTER campaign which can be found on the learning portal.

Check out our Wider Compass You Matter Campaign which further supports our ESS Wellness Commitment.



**WELLBEING COMPASS**

# YOU MATTER

Many of us will experience mental health challenges at some point in our lives. Here @ Compass we understand this and want to let you know that you matter to us. Our commitment is to create...

- Positive working environments -
- Openness and acceptance of - mental health issues
- Teams who look out for - each other

To learn about how we can work together to achieve our goals visit our [You Matter](#) page by scanning the below

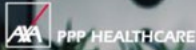
If you need any support, even just someone to talk to, contact AXA our Employee Assistance Programme who provide everything from counselling services to financial guidance. It's free, it's confidential and it's 24/7.

**+44 (0) 800 072 7072**  
**[www.axahasupported.co.uk](http://www.axahasupported.co.uk)**

Username: compassgroup  
Password: supported



*You Matter*



# Supporting you when the everyday doesn't go to plan

Daily life can be full of challenges. Some might be little things, and some might seem too much to cope with. Our Employee Assistance Programme gives you someone to talk to and share your worries with so that you can find a way through your problems.



Whatever your worry, we can help you through it

For support and guidance from your Employee Assistance Programme

Phone 0800 072 7 072      Go to [www.axasupported.co.uk](http://www.axasupported.co.uk)

Username:

Password:

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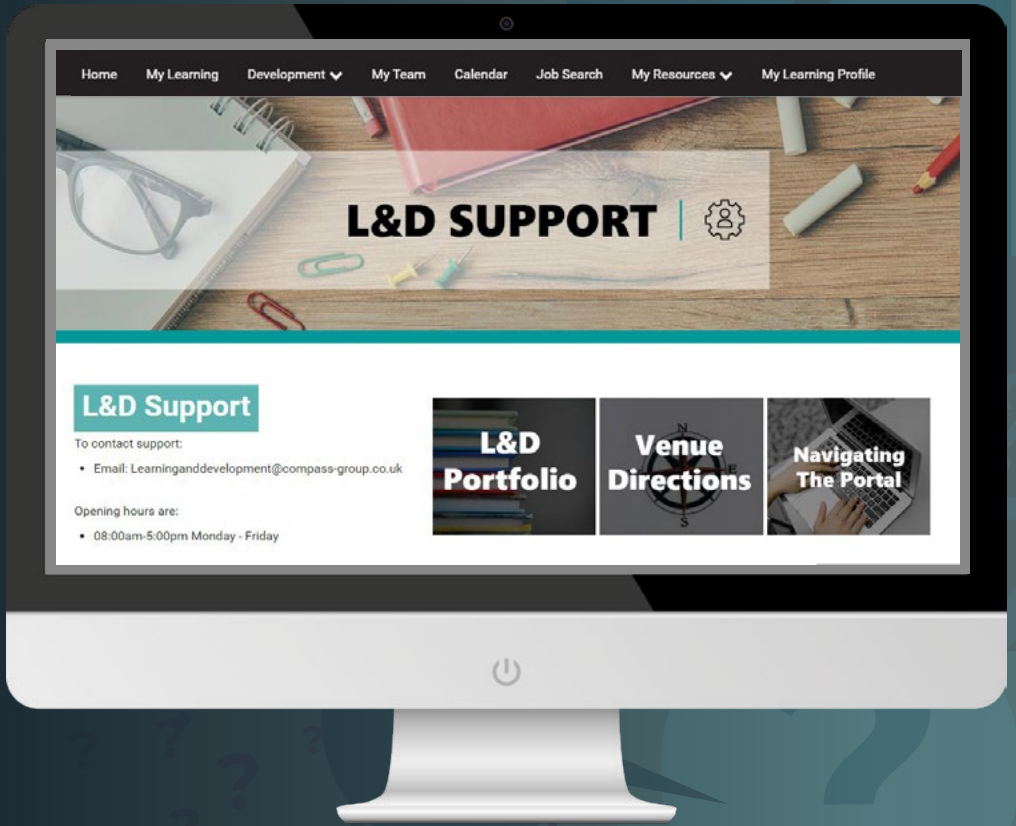


## EMPLOYEE ASSISTANCE PROGRAMME

We believe our colleagues should have access to support whenever their time of need. Through our AXA Employee Assistance Programme we can provide support through:

- 24/7 telephone counselling helpline.
- Life Management telephone helpline providing access to support on a range of everyday matters such as financial, legal, consumer, family care and housing issues.
- 24/7 online portal providing tools, information, guidance and accessible support.

Please contact [ess.wellness@compass-group.co.uk](mailto:ess.wellness@compass-group.co.uk) if you would like access to the Employee Assistance Programme.



# LEARNING & DEVELOPMENT PORTAL

We have a wide range of resources available on the Learning and Development Portal to enable a wide range of topics and training to be completed.

# PERKS AT WORK

All of our colleagues have access to 'Perks at Work', which offers a range of opportunities, discounts and exclusive benefits.

