



BUSINESS LEADER IN VIBRANT WORKPLACE



BAT DBS POLAND SP. Z O.O.

#CHARGEBATTERIES AN END-TO-END WELL-BEING PROGRAM

New “glocal” HUB: >20 functions, 28 nationalities, 24 languages, the most competitive sector. Pandemic fatigue, war anxiety, uncertainty. How to build strong culture which eats strategy for breakfast?

End2End Wellbeing Program built on 3 Pillars: Mental Health, Physical Health, Moments That Matter. Unique VIBRANT WORKPLACE built on trust, care, respect and inclusion



BAT DBS POLAND SP. Z O.O.

PEOPLE

INTEGRATION

Building the culture

Project united people, they met F2F and got to know each other

COMPANY IMAGE

EMPLOYER BRANDING

#WarsawDBSHub brand

#WarsawDBSHub positioned as a great place to work externally

SATISFACTION

EMPLOYEE EXPERIENCE

Engagement

92% response rate and eNPS score=18 in pulse check in Sept 2022

3 Pillars: Mental Health, Physical Health and Moments that Matter as 3 most important areas assessed in Pulse Check Survey run in all BAT global Hubs. The highest response rate 93%, eNPS score 18!

The Team

Team in Charge (BATteries)



Mainboard



Plug-ins