



How do you give individuals the confidence to **speak out** safely in the workplace?

What is Say So?

We are an independent referral service that empowers individuals and supports companies to create better and safer workplace environments.

We provide employees with a confidential, impartial platform where they feel able to share sensitive information: from issues and concerns to ideas for improvement.

We discreetly and professionally work in partnership with employers in order to reach positive and constructive solutions.

What we stand for and why we exist?

We strive for a happier, healthier and safer workplace

We believe that:

- When it comes to business practices, every employee should be able to contribute to create a positive workplace.
- All information identifying operational risk should be shared with management.
- A positive internal communication culture enables organisations to reach the highest levels of good practice and performance.

We know this not always the case, so we are here to help you make that change. It's our goal to promote positive values and practices within the workplace and create more open internal communication and candour.

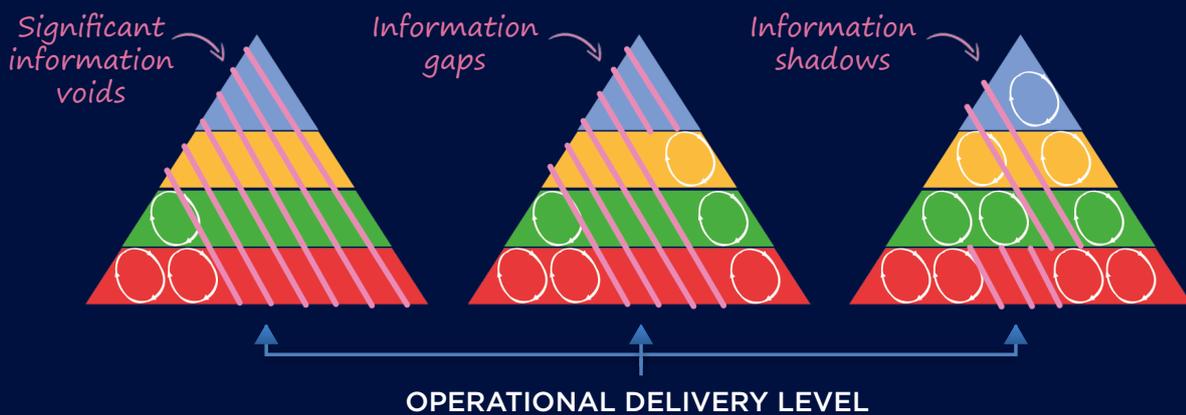


The problem we have identified

What is actually happening in your workplace?

Poor upward flow of risk information

TYPICAL ORGANISATION STRUCTURE



What we do

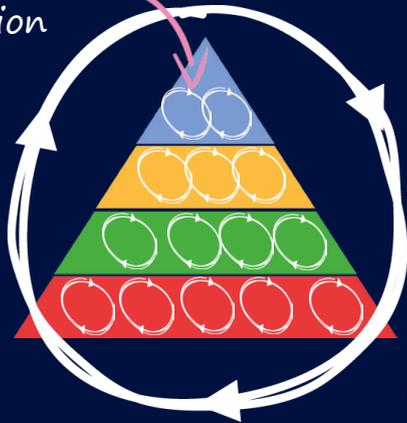
We drive culture change

Say So demonstrates commitment & desire for all information to flow.

We are a safe conduit for concerns, information & ideas to help create a work environment that is safe, healthy & fair.



Filling the risk information gaps



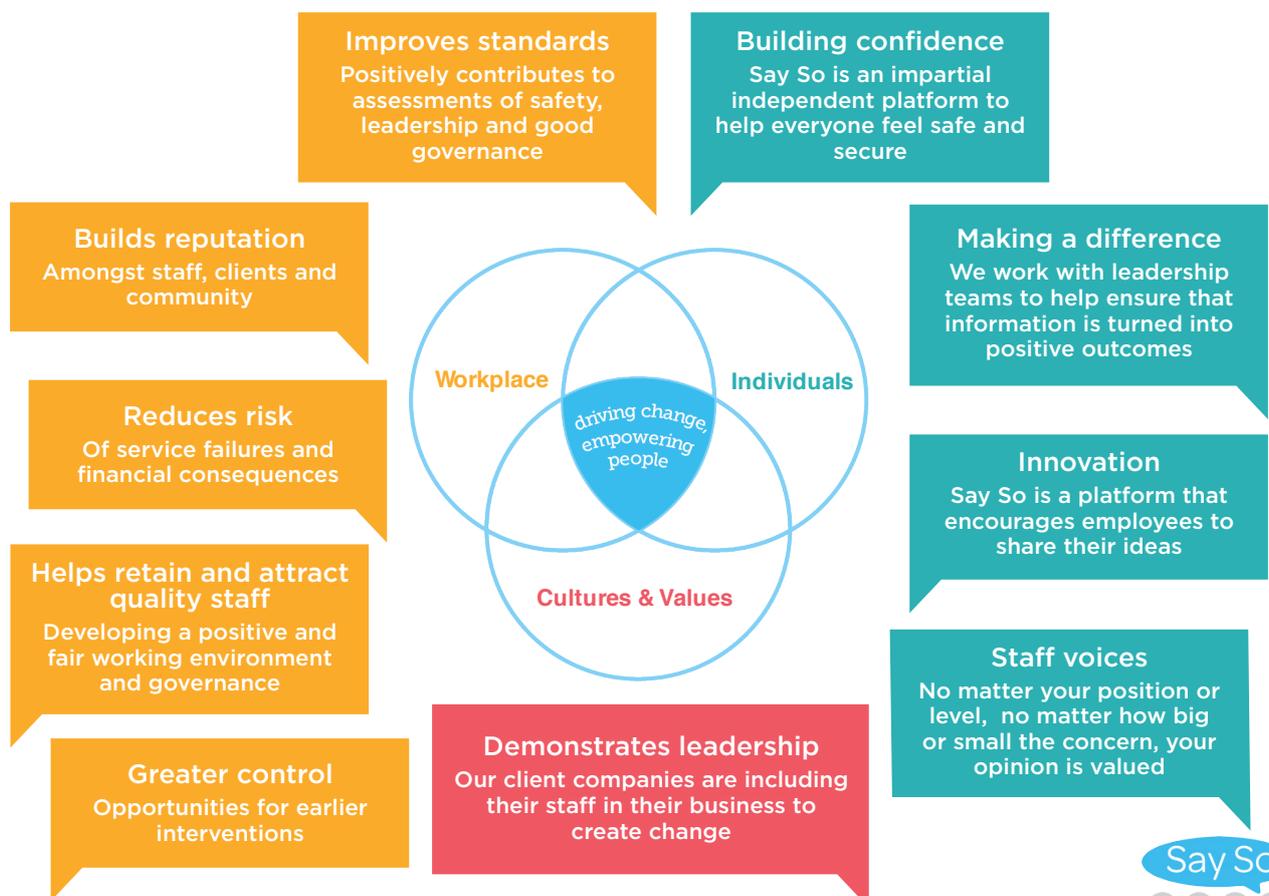
How we drive culture change

**We empower people
throughout the entire
information cycle**



The reasons to believe in Say So

Say So is a symbol of trust that signifies our clients are doing all they can to protect their people and business from emotional, physical, financial and reputational risk.



Driving change, empowering people

Why we are the perfect partners

“ *We believe in equality and our desire to support all vulnerable people runs through everything we do. Our experience in managing complex investigations, a corporate anti-corruption hotline and working with people in challenging and unfair environments makes us the right partners for your organisation.*

Our personal pledge is to work collaboratively and sensitively with you to resolve the most challenging workplace situations and to create a positive & open communication culture in your organisation. ”

Paul Adams, Founder Say So

Mental Health awareness and associated issues

We applaud the recent very positive initiatives to promote mental health wellbeing led by the *Dukes and Duchesses of Cambridge and Sussex* by championing more openness and dialogue. However, we know that there remains significant barriers for employees to feel sufficiently confident to raise mental health concerns with their employer.

Say So will help overcome these barriers and will build trust and understanding between these parties.

Say So can deliver more information about staff welfare issues in the workplace by:

- Combatting the 'out of date' but continuing stigma of mental health issues
- Providing staff with a 'release' mechanism for when they need welfare help and support
- Empowering staff to speak up in confidence about their own or another's mental health
- Demonstrating that the employer understands their staff's concerns about confidentiality
- Encouraging engagement between staff and employer to prevent or reduce the impact of mental health issues

More information and better support concerning the wellbeing of a workforce leads to:

- Reduced absenteeism / presenteeism (where employees come to work when ill).
 - Increased productivity
 - Increased staff retention / talent acquisition
 - Improved PR profile for employers as trailblazers in preventative mental healthcare
 - Improved culture of support around mental health
 - Improved employee health and wellbeing
 - Raised reputation status amongst staff, clients and professional community
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Our accreditation badge



Please contact us to arrange a meeting to further discuss how we can help your business.

Email: info@say-so.co.uk

Phone: 0800 321 3546

Website: www.say-so.co.uk



Driving change, empowering people