



A success case: AstraZeneca & Gympass

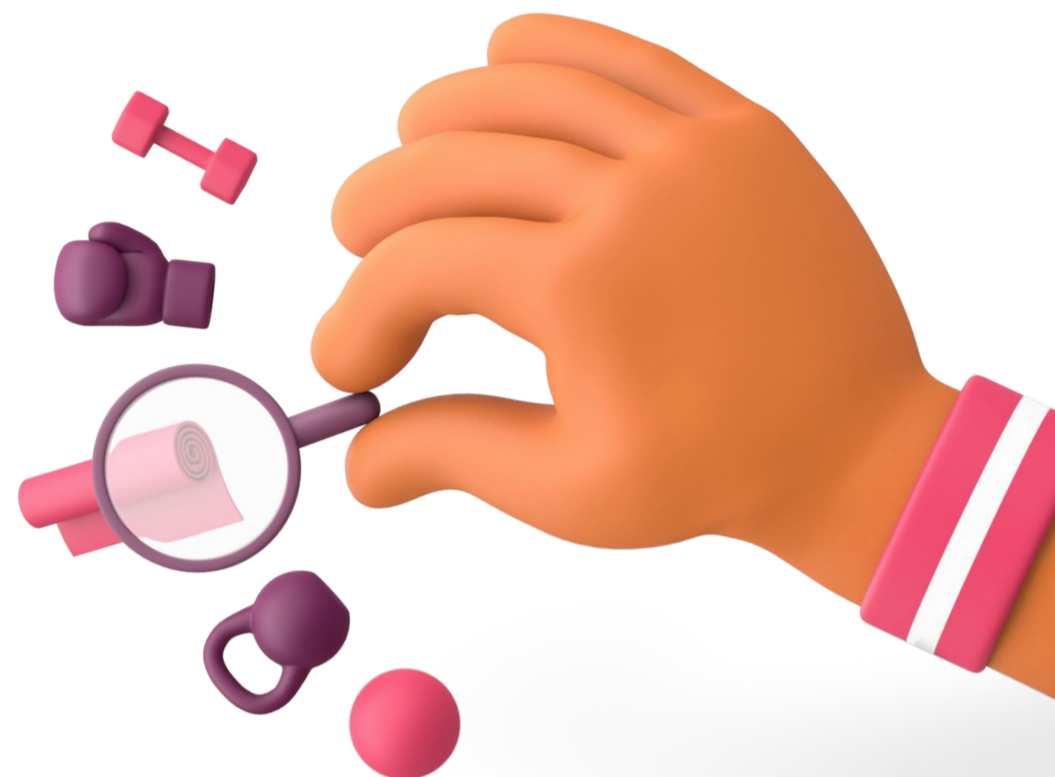
With Gympass, AstraZeneca improves the quality of life of its employees

Founded in 1999 from the merger between the Swedish laboratory Astra AB and the British pharmaceutical company Zeneca Group, AstraZeneca is a global biopharmaceutical company, with more than 70,000 employees spread across 100 countries, including the United States, Mexico, Germany, the United Kingdom, and Brazil. Focused on drug innovation and development, AstraZeneca is responsible for the elaboration, manufacture, and distribution of one of the main vaccines against Covid-19, being authorised at the moment for application in at least 80 countries.

Your goal of providing the best benefits and health solutions extends to both your patients and staff. In addition to an already installed employee support programme (PAC [Programa de Apoio ao Colaborador]), which includes social and legal assistance services, AstraZeneca also offers its employees in Brazil the **Gympass**, the most complete health, and well-being platform.

Simplifying processes

The People Services area, part of the company's HR structure, is responsible for managing employee benefits and is always looking to simplify its processes, leaving them less operational to focus on what really matters – people. For Renata Rezende, manager of HR Operations & Solutions for Brazil, the solution lies in finding partners that offer several solutions in a single service: "Nowadays, with a single partner, you can optimise your work, since it covers several pillars".



**"Gympass is an
extremely relevant
partner for us."**

Renata Rezende

HR Operations & Solutions Manager



The implementation of **Gympass** was a request from AstraZeneca employees themselves, it is not for nothing that the adhesion has already reached more than 60% in the company. But the platform, of course, fulfills the wishes of both employees and HR.

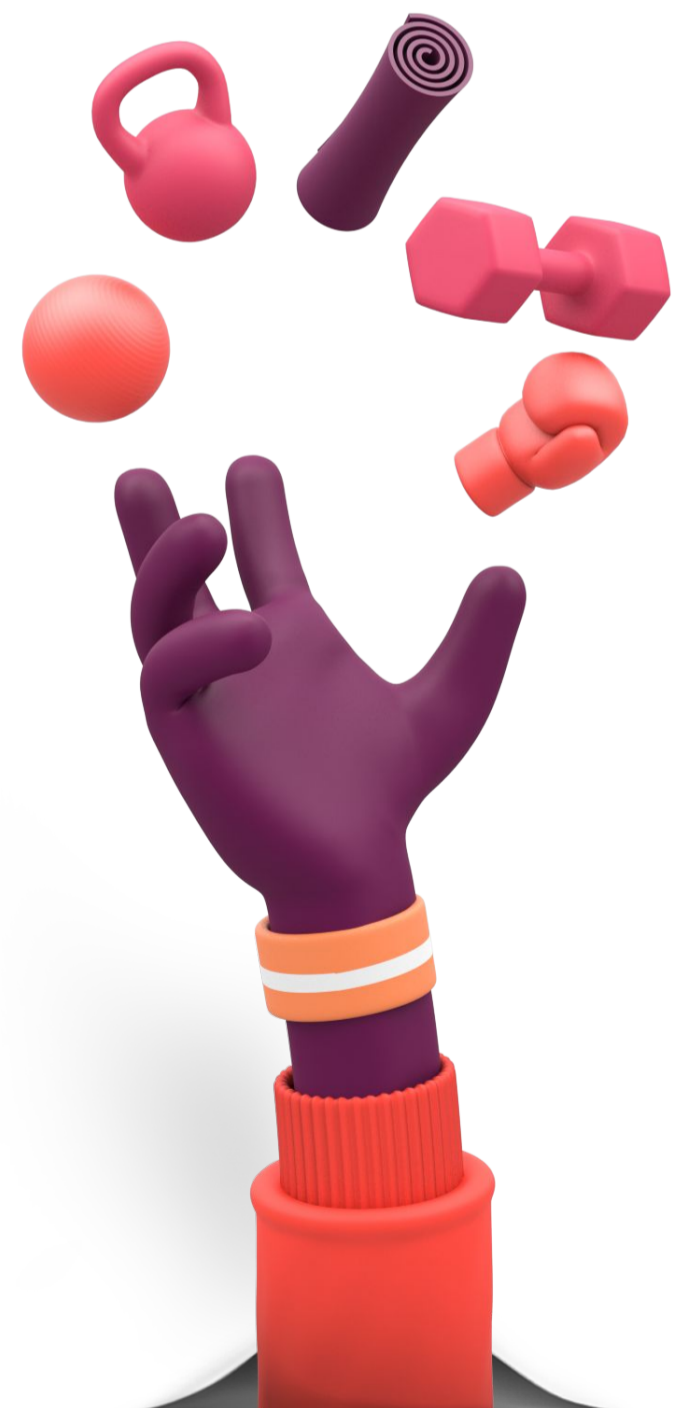
As a unique platform for accessing gyms, online classes, and the most diverse wellness apps, including meditation, therapy, and nutrition, **Gympass** gives employees freedom of choice – and freedom of operation for HR. Furthermore, for AstraZeneca, leadership is one of the main values promoted internally, applicable even in the choice of benefits. According to Renata, "The more autonomy I can give to the employee, the more I reinforce our culture of self-leadership, the *ownership* that we talk about so much".

Differential to stay competitive

Gympass has also helped AstraZeneca remain competitive in the industry, bringing weight to the benefits package offered to employees. With companies increasingly encouraging flexibility in the workday and offering varied benefits to help achieve balance, **Gympass** comes as the only solution to help employees have a better quality of life, including physical activity, nutritional monitoring, training sessions, therapy, or meditation, live classes, plus financial advice.

Renata highlights that having visibility into the frequency of use of the platform by your employees is very important, something that did not exist with the reimbursement benefit offered previously. How do you know if people are actually using the benefit? **Gympass** allows you to better manage the benefit and really invest knowing that it will fulfil its purpose".

Like **Gympass**, AstraZeneca believes in providing a better quality of life to its employees, being willing to do this with the best partners. According to Renata, "we know that the investment we are making is for an employee who is actually using the benefit, fulfilling its function: to invest in health. **Gympass** is an extremely relevant partner for us."



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