

# LIGHTHOUSE CHARTER

The Association pour la Santé au Travail des Secteurs Tertiaire et Financier (Association for Occupational Health in the Tertiary and Financial Sectors) is a health service that has been in existence since Luxembourg established a legal framework for monitoring the health and well-being of employees in the workplace. One of the major risks to the physical and mental health of employees in the tertiary and financial sector is stress and burnout.

To tackle burnout, ASTF has developed a specific program, built around its team of doctors, psychologists, nurse-sophrologists and personal development coaches. The aim is to help people develop the resources they need to cope with, cure or prevent burnout.

## Commitment

The Lighthouse program has been designed as a holistic whole, combining an individual and group approach. All the activities, and the order in which they are presented, have been carefully thought out to provide optimum support.

For this reason, attendance at the various sessions is essential. To enable you to attend, your enrolment in the lighthouse program has been discussed with your employers, who agree to free up the time needed for the various activities, with no obligation to make up missed work hours. A certificate of attendance will be issued after each session.

In addition, as mentioned above, group sessions have been planned (training courses, discussion groups and sophrology sessions). The groups will remain the same throughout the program. It is possible for people from the same company to be grouped together. However, we ask you to respect the confidentiality of these group sessions, to ensure that everyone has the confidence to express themselves.

By signing this charter, you agree to:

- Attend all sessions.
- Respect the confidentiality of group sessions.

Signature

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