



Press Release

Under the Radar: Employees Criticize Lack of Emphasis on Mental Health in the Workplace

Sulzbach/Frankfurt am Main, October 10, 2024 - It's no secret that work affects the mental health of many people in Germany. However, a recent survey* commissioned by cosnova Beauty shows that there is still a long way to go in raising awareness: Nationwide, 41 percent of employees state that their company does not consider the importance of mental health enough.

For 46 percent of employees, the working environment and conditions have a significant or considerable impact on their mental well-being. Younger employees are particularly affected by psychological pressure: 70 percent of those aged 25 to 34 feel strongly impacted by work-related mental health issues.

However, when employees feel that their company genuinely cares about mental health, 80 percent feel comfortable talking about it with their supervisor or HR department without fear of negative consequences. "Employees should always feel safe and supported when discussing their mental health. It is also crucial to encourage open and honest communication between staff and management about their needs and challenges," emphasizes Christine Fink, Director of People & Organization at cosnova Beauty.

Leaving the Job Due to Mental Strain

When there is a lack of open dialogue and a negative atmosphere, many employees consider changing jobs (26 percent) due to psychological stress or have already done so (23 percent). There's also a significant gender gap: Women are more likely to switch jobs (27 percent), while men are more likely to stay with their current employer (19 percent). "The significant impact of work on mental health underlines how important it is for companies to never turn a blind eye," says Fink. "Everything should be open for discussion, and employees should feel this from the start – that's the cornerstone of an open and appreciative company culture. Mental health should not be a taboo topic. That's why we raise awareness among our leaders and support them with specific mental health training," adds Fink. Leaders need to be able to recognize early signs of mental health issues in their team members and take preventive action.

Mental Health Begins with Awareness

To provide employees with the right support, cosnova Beauty launched the Mindance app, a mental health tool, in September. The app allows employees to participate in coaching sessions and online seminars, and to access tailored content for their specific situations. "Mindance is a wholly owned subsidiary of the pme Familienservice, with whom we have been working successfully for a long time. At cosnova Beauty, we recognize that employee well-being is a key factor for our long-term success," Fink explains.



***Survey Details:**

The data is based on an online survey conducted by YouGov Deutschland GmbH, in which 2,037 people participated between July 10 and 11, 2024. The results have been weighted and are representative of the German population aged 18 and over.

ABOUT COSNOVA BEAUTY

cosnova Beauty, headquartered in Germany, distributes the decorative cosmetics brands essence and Catrice in around 90 countries worldwide. The family-owned company expects to achieve net sales of nearly one billion euros in 2024. cosnova is the sixth-largest company for decorative cosmetics worldwide (Euromonitor 2023) and the second largest in terms of unit sales.

In addition to its core beauty business, the cosnova Group invests in a variety of companies and assets to leverage synergies in the beauty sector and through independent investments. Since its founding more than 20 years ago, cosnova has experienced significant growth: Around 900 employees at various locations around the world contribute to the company's success story.

Find out more about cosnova at www.cosnova.com

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