Healthy Workplace Reporting Update

GLOBAL ALLIANCE FOR
HEALTHY WORKPLACES
Background

- Increased focus on CSR and sustainability
- Demand for sustainability reporting from consumers, investors and public agencies
- A growing number of large corporations have a sustainability report

- ESG
- Health still undervalued and underreported
- Growing interest & activity in the financial community with regard to incorporating health-related criteria in investment analysis
Global Reporting Initiative (GRI)

GRI Sustainability Reporting Standards: global standards for sustainability reporting

- 93% of the world’s largest 250 corporations report on their sustainability performance, 74% of these use GRI’s Standards

- Principles: multi-stakeholder input, record of use & endorsement, governmental references & activities, independence, shared development costs

- Investors and regulators are now calling for more and better performance data

Recently added health promotion to GRI 403: Occupational Health and Safety

www.globalreporting.org
GRI 403: Occupational Health & Safety

- Management approach disclosures
  - Disclosure 403-1 Occupational health and safety management system
  - Disclosure 403-2 Hazard identification, risk assessment, and incident investigation
  - Disclosure 403-3 Occupational health services
  - Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety
  - Disclosure 403-5 Worker training on occupational health and safety
  - Disclosure 403-6 Promotion of worker health
  - Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

- Topic-specific disclosures
  - Disclosure 403-8 Workers covered by an occupational health and safety management system
  - Disclosure 403-9 Work-related injuries
  - Disclosure 403-10 Work-related ill health
Disclosure 403-6
Promotion of worker health

Reporting requirements

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided.

b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs.

Reporting recommendations

1.5 The reporting organization should report the following additional information:

1.5.1 How the organization maintains the confidentiality of workers’ personal health-related information;

1.5.2 How the organization ensures that workers’ personal health-related information and their participation in any services or programs is not used for any favorable or unfavorable treatment of workers.
Global nonprofit organization with a network of more than 250 member companies and other partners (offices in Asia, Europe, and North America)

Sustainable business strategies and solutions through consulting, research, and cross-sector collaboration

Healthy Business Coalition: collaborative initiative among BSR, the Robert Wood Johnson Foundation and leading companies

HBC Toolkit with Metrics Guide: How to measure the near-term outcomes and long-term impacts of healthy business products, services, and programs
The Healthy Business Metrics Framework

Here is a process for companies to integrate their Healthy Business strategy, programs, and metrics to achieve their Healthy Business visions.

Healthy Business Strategy
- Corporate perspective for improving health and well-being through a broader understanding of health
  - Access to Care
  - Disease Burdens
  - Economic & Social Determinants
  - Healthy Behaviors
  - Physical Environment
  - Work Environment

Healthy Business Programs
- Holistic corporate efforts that select direct and enabling opportunities among companies’ four scopes of action
  - Workforce & Operations
  - Products & Services
  - Community Engagement
  - Policy & Advocacy

Metrics
- Near-Term Outcomes
  - Outcomes that support new awareness, increased access, and positive behavior change
- Long-Term Impacts
  - Impacts that demonstrate lasting change on population health issues and evidence greater health equity

Healthy Business Vision
The entirety of objectives, activities, and metrics that satisfy a company’s ambition to positively impact population health.
## Workforce & Operations – Outcome Metrics (1/3)

The following list of metrics apply to the Workforce & Operations scope of action.

<table>
<thead>
<tr>
<th>Healthy Business Category</th>
<th>Outcome</th>
<th>Outcome Definition</th>
<th>Connected Impacts</th>
<th>Outcome Derivation (Sources)</th>
</tr>
</thead>
</table>
| Access to Care            | Workforce coverage | % of workforce covered by adequate health coverage | • Years of Potential Life Lost Rate  
• Affordability of Healthcare | SGD; WHO Core Healthy; Global Burden of Healthy Just Capital; CDC Worksite County Health Rankings; America Health Rankings; RWJF - Culture of Health |
| Disease Burdens           | Flu Vaccinations | % of workforce receiving annual flu vaccinations | • Years of Potential Life Lost Rate | Derived from Healthy Business consultations |
| Disease Burdens           | Parental Leave Access | % of now parents among employees, contract workforce, and supply chain workers with access to paid family leave | • Infant Mortality Rates  
• Maternal Mortality rates  
• Breastfeeding rates | RWJF - Culture of Health |
| Disease Burdens           | Parental Leave Usage | % of new parents among employees, contract workforce, and supply chain workers taking full advantage of available family leave policy | • Infant Mortality Rates  
• Maternal Mortality rates  
• Breastfeeding rates | RWJF - Culture of Health |
| Economic & Social Determinants of Health | Harassment & Discrimination | Total number of incidents of discrimination and corrective actions taken. | • Crime and Violence Rates | GRI |
| Healthy Behaviors         | Access to Recovery | % of employees with access to services and programs that support recovery from alcohol and substance abuses | • Substance Abuse  
• Suicide Rates | RWJF - Culture of Health |
| Healthy Behaviors         | Access to Healthy Foods | % of workforce with healthy and affordable food options in company cafeterias and local area. | • Diabetes Rates  
• Healthy Eating Choices  
• Obesity Rates | Mailpost Healthy Living Initiative |
| Healthy Behaviors         | Biometric Screenings | % of employees regularly visiting health professionals for necessary tests, screenings, and observation | • Years of Potential Life Lost Rate  
• Diabetes Rates  
• Cancer Mortality | WHO Core Health; America's Health Rankings; CDC Worksite Health; Healthy People 2020 |
| Healthy Behaviors         | Volunteering | % of workforce volunteering | Depends on volunteering activity | GRI; RWJF - Culture of Health |
## Workforce & Operations – Outcome Metrics (2/3)

The following list of metrics apply to the Workforce & Operations scope of action.

<table>
<thead>
<tr>
<th>Healthy Business Category</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Healthy Behaviors</td>
<td>Tobacco Cessation Programs</td>
<td>% of employees who currently smoke that are actively engaged in a tobacco-use cessation program</td>
<td>Tobacco Smoking Rates, Chronic Respiratory Illness Mortality, Cancer Mortality</td>
<td>CDC Worksite: Health</td>
</tr>
<tr>
<td>Healthy Behaviors</td>
<td>Sleep quality and quantity</td>
<td>% of workforce with access to mindfulness training and programs to improve sleep quality</td>
<td>Obesity Rates, Traffic Accidents, Hypertension and Control</td>
<td>America’s Health Rankings</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>Availability of Public and Pedestrian Transportation</td>
<td>% of employees with access to convenient and frequent local transit services, as well as walkable options for commute and convenient and frequent local transit services and</td>
<td>Traffic Accidents, Air Quality Index</td>
<td>AARP</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>Well-Being Building Standards</td>
<td>% of employees working regularly within buildings with improvements made to improve indoor air quality and access to natural light</td>
<td>Hypertension and Control, Air Quality Index</td>
<td>Derived from Healthy Business consultations</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>Travel Time and Cost</td>
<td>Average length of commute and ratio of travel costs compared to average income</td>
<td>Traffic Accidents, Air Quality Index</td>
<td>SDGs; County Health Rankings; AARP Livability Index; Mariposa Health</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>Housing Affordability</td>
<td>Average household expenditure on housing (or % of families spending 50% or more of monthly income on rent or mortgage)</td>
<td>Crime and Violence Rates, Healthy Eating Choices, Inequality Ratios</td>
<td>SDGs; OECD Better Life; AARP Livability Index; RVJF - Culture of Health</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Diverse Leadership</td>
<td>Senior Leadership by percentage of gender, race, and other diverse indicators</td>
<td>Inequality Ratios, Unemployment Rates</td>
<td>SDGs; GIR; Just Capital</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Diversity Hiring</td>
<td>Total workforce by percentage of gender, race, and other diversity indicators (depending on local context)</td>
<td>Inequality Ratios, Unemployment Rates</td>
<td>SDGs; GIR; Just Capital; CDC Worksite</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Employee Satisfaction</td>
<td>% of employees undertaking engagement surveys who record satisfaction with their job</td>
<td>Hypertension and Control, Suicide Rates, Unemployment Rates</td>
<td>OECD Better Life; GIR; Just Capital; CDC Worksite</td>
</tr>
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</table>
## Workforce & Operations – Outcome Metrics (3/3)

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<th>Outcome Derivation (Sources)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Environment</td>
<td>Re-Skilling Opportunities</td>
<td>% of employees with access to and utilizing learning and development opportunities to build skills for evolving workplace</td>
<td>• Unemployment Rates &lt;br&gt; • Inequality Ratios</td>
<td>SDGs, GRI, Just Capital</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Access to Living Wage</td>
<td>% of direct workforce and contractors who are currently receiving a living wage</td>
<td>• Unemployment Rates &lt;br&gt; • Inequality Ratios</td>
<td>Derived from Healthy Business consultations</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Injury Rates</td>
<td>Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities</td>
<td>• Years of Potential Life Lost Rate</td>
<td>Global Burden of Health; GRI; Just Capital; CDC Work-site; America Health Rankings</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Ergonomics</td>
<td>Proportion of direct and indirect employees who are exposed to ergonomic risk factors for low back pain at workthrough their occupation</td>
<td>• Years of Potential Life Lost Rate</td>
<td>Global Burden of Health</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Satisfaction with Employee Wellness Programs</td>
<td>% of direct and indirect employees satisfied with the quality of their employee wellness programs</td>
<td>• Years of Potential Life Lost Rates</td>
<td>Overall Satisfaction with Health (Not Employer Program Specified); OECD Better Life; AARP Livability Index; RWJF Culture of Health</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Employee Use of Vacation Hours</td>
<td>% of workforce that fully utilizes available paid-time off</td>
<td>• Suicide Rates</td>
<td>Just Capital</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Flexibility &amp; Predictable Work Hours</td>
<td>% of employees satisfied with their work schedule / working shift schedules / worked less than 10 hrs. from previous shift.</td>
<td>• Suicide Rates &lt;br&gt; • Healthy Eating Choices</td>
<td>Derived from Healthy Business consultations</td>
</tr>
<tr>
<td>Work Environment</td>
<td>Reported Work-Life Balance</td>
<td>% of employees working over-time hours or identifying lack of work-life balance</td>
<td>• Suicide Rates &lt;br&gt; • Healthy Eating Choices</td>
<td>OECD Better Life; Just Capital; CDC Work-site</td>
</tr>
</tbody>
</table>
sister organization of the World Bank and member of the World Bank Group

largest global development institution focused on the private sector in developing countries

2 goals for the world to achieve by 2030: end extreme poverty and promote shared prosperity in every country

IFC's Environmental and Social Performance Standards define IFC clients' responsibilities for managing their environmental and social risks
Occupational Health and Safety

23. The client will provide a safe and healthy work environment, taking into account inherent risks in its particular sector and specific classes of hazards in the client's work areas, including physical, chemical, biological, and radiological hazards, and specific threats to women. The client will take steps to prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by minimizing, as far as reasonably practicable, the causes of hazards. In a manner consistent with good international industry practice, as reflected in various internationally recognized sources including the World Bank Group Environmental, Health and Safety Guidelines, the client will address areas that include the (i) identification of potential hazards to workers, particularly those that may be life-threatening; (ii) provision of preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances; (iii) training of workers; (iv) documentation and reporting of occupational accidents, diseases, and incidents; and (v) emergency prevention, preparedness, and response arrangements. For additional information related to emergency preparedness and response refer to Performance Standard 1.
Healthy Investments Study

- The relationship between good practices in workplace health promotion and financial performance
- Global drivers for health and well-being programs (with regional variations)
- Inclusion of health and safety criteria in investment portfolios (examples of existing ESG funds and related reports)
GCHW Healthy Workplace Metrics

GOVERNANCE & MANAGEMENT
PROGRAMS & POLICIES
PHYSICAL WORK ENVIRONMENT
PSYCHOSOCIAL WORK ENVIRONMENT
PERSONAL HEALTH RESOURCES
ENTERPRISE-COMMUNITY INVOLVEMENT