

Global Healthy Workplace Awards

Swisse



Our story.



We're passionate about preventative health.



Being a Healthy Workplace is in our DNA.

Leadership Commitment and Engagement



We believe in values led leadership.

Leadership Commitment and Engagement



OUR VALUES IN ACTION



Team Member

POWER OUR PASSION

Dedicated
Proactive

By being proud to be part of our H&H team and motivated to drive our success through our actions.

By keeping our consumers our priority and sharing new ideas.

LET'S BE BRAVE

Thinking big
and different
Courageous

By being disruptive with our thinking and being open to change.

By taking personal responsibility and finding creative solutions to challenges.

I TRUST YOU

Committed
Empowering

By being honest and respectful when communicating and reliable in our actions.

By taking the initiative to find ways to grow and improve.

ONE BIG TEAM

Open
Collaborative

By understanding our H&H mission, values and business strategy.

By using H&H communication channels to stay informed and connected with business.

CELEBRATE LIFE EVERY DAY

Positive
Happy and
Healthy

By being involved in H&H wellness initiatives and knowing our sustainability commitments.

By sharing our successes and bringing a positive attitude to work.



People Leader

By being proud to be part of our H&H team and keeping our teams focused on delivering successful outcomes.

By driving a consumer centric focus in our team and sharing initiatives that drive success.

By inspiring our teams to be disruptive in thinking and open to change.

By taking accountability for our team's performance and delivering creative solutions to challenges.

By enabling honest and respectful communication and building teams that do what they've committed to.

By proactively developing and empowering our teams.

By inspiring our teams through reinforcing our H&H mission, values and business strategy.

By using H&H communication channels to work efficiently with local and global teams.

By encouraging team to participate in H&H wellness initiatives and contributing to our sustainability commitments.

By recognising and sharing wins and being a positive role model for our teams.



Business Leader

By being proud ambassadors of H&H and always thinking like business owners.

By having a relentless consumer focus and seizing opportunities to grow the H&H business.

By driving a culture of disruption and agility at H&H.

By owning our results and driving innovative solutions to business challenges.

By communicating openly and honestly and doing what we say we will.

By building our people's capability and actively empowering them to be successful.

By regularly communicating our H&H mission, values, business strategy and performance across the Group.

By using H&H communication channels effectively to inform and collaborate with global partners.

By making business decisions aligned to our sustainability commitments and supporting H&H wellness programs.

By celebrating H&H successes and being a positive role model for our values and culture.

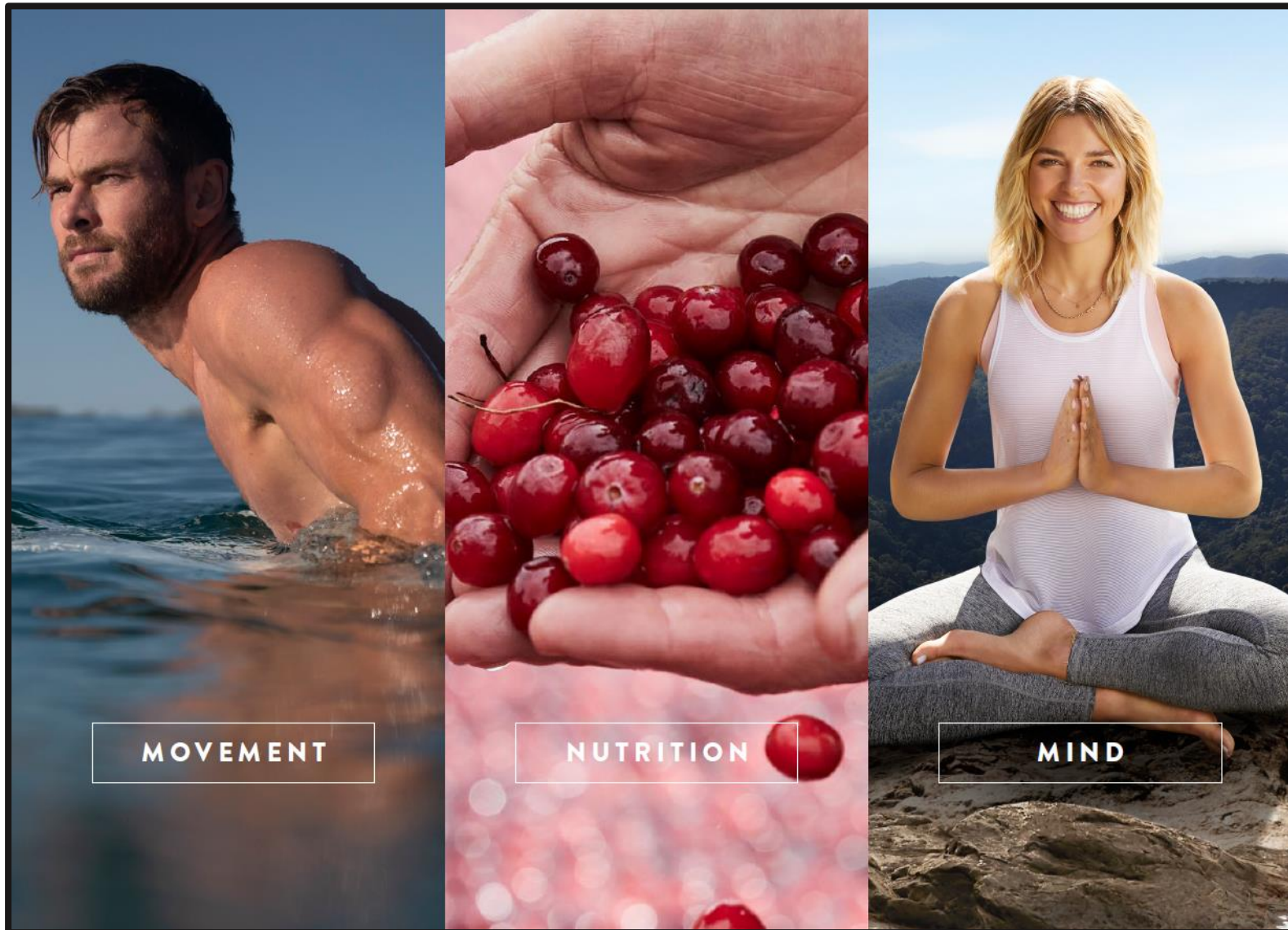
We Celebrate Life Every Day.

Leadership Commitment and Engagement



Our Whole Person Wellness philosophy.

Leadership Commitment and Engagement



Safety is our priority.

Leadership Commitment and Engagement



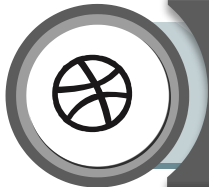
We measure our success.

Leadership Commitment and Engagement



HEALTH & SAFETY

Hazards identified, hazards controlled by controls and Total Recordable Injury Frequency Rate



WHOLE PERSON WELLNESS

Participation in programs, access of Mindstar, self reported H&H status



PEOPLE METRICS

Sick leave, retention, productivity, gender representation and leave balances



ENGAGEMENT

Quarterly pulse checks and annual full – belonging, purpose, feedback, recognition and enablement

We measure our success.

Leadership Commitment and Engagement



Participation in programs

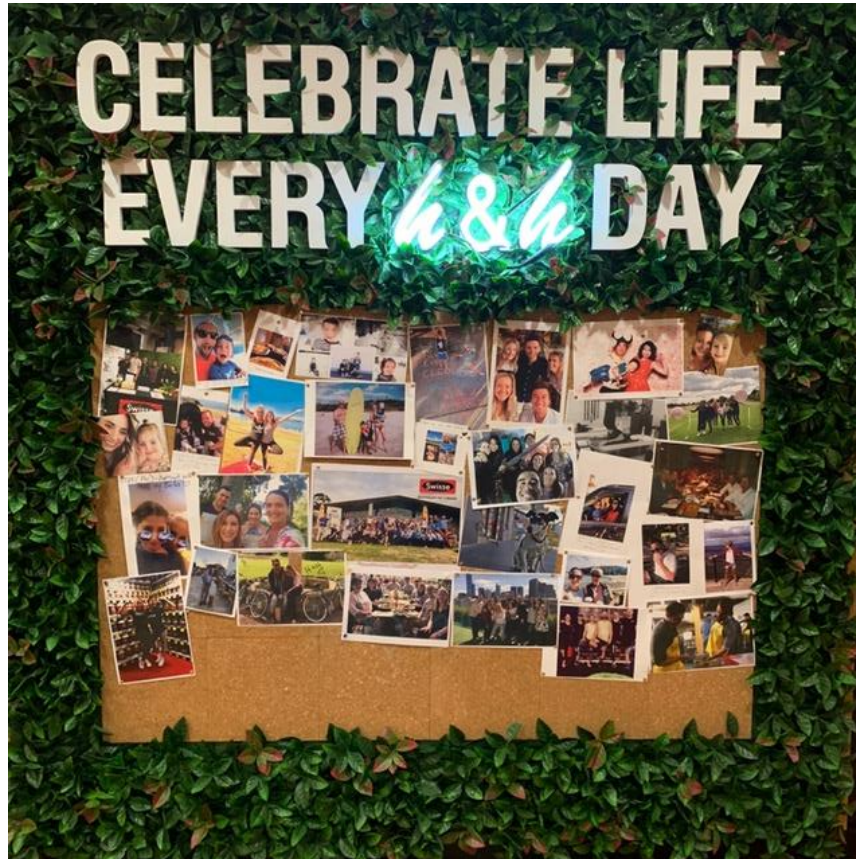
Worker involvement.

Swisse



Reward and recognition.

Worker involvement.



Gratitude attitude.

Worker involvement.



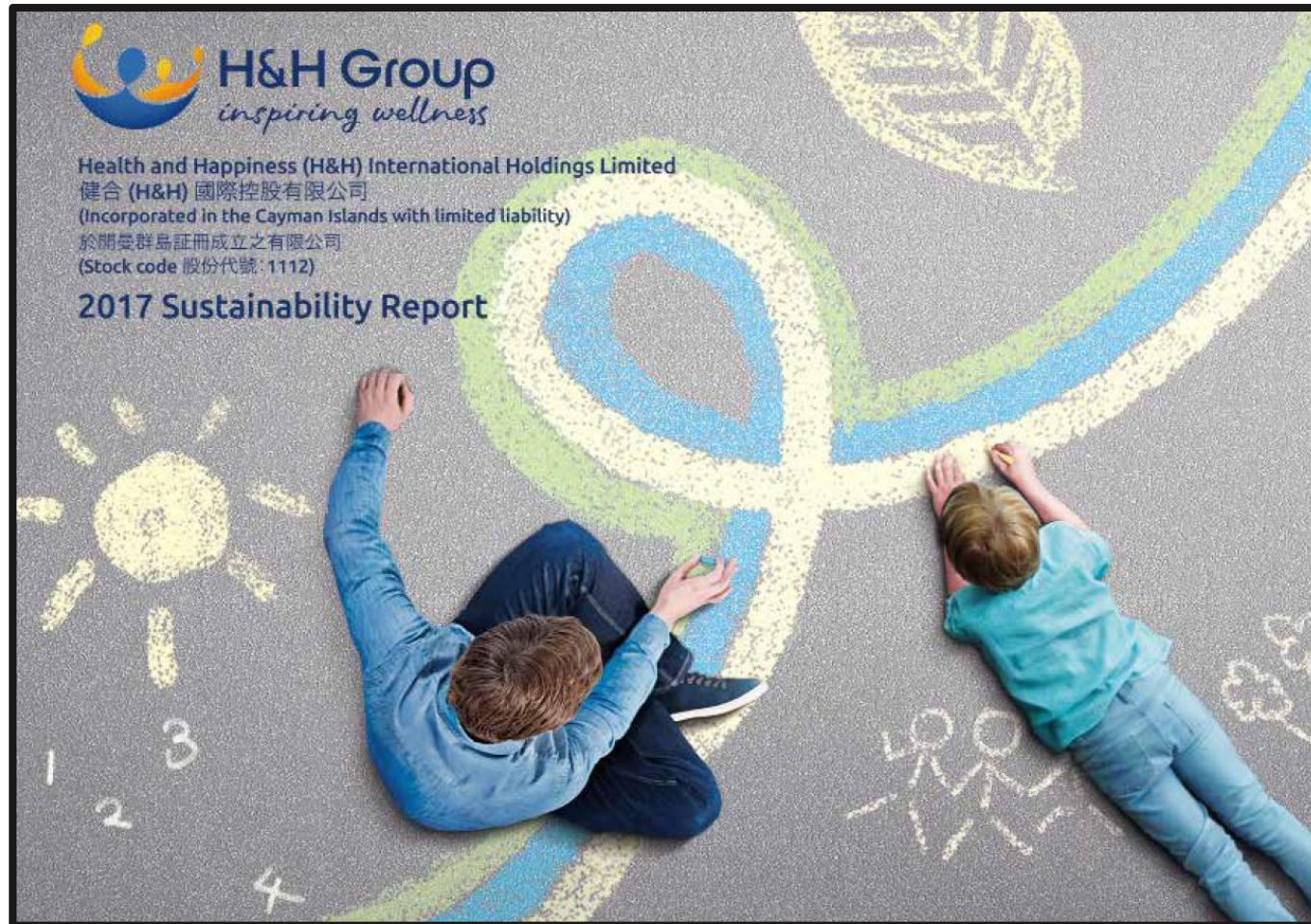
Gratitude Attitude.

Worker involvement.



Positive business practices.

Business ethics and social responsibility



Positive business practices.

Business ethics and social responsibility



COMMITMENTS

BY END OF 2018:

- ☒ We will screen 25% of our contract manufacturers using environmental and social criteria
- ☒ We will offset 100% of our scope 1 and 2 emissions
- ☒ We will develop a supplier code of conduct

BY END OF 2019:

- ☐ We will produce three products with ingredients sourced from agricultural waste streams
- ☐ We will have 100% of new contract manufacturers sign our Supplier Code of Conduct
- ☐ We will complete a review of all product packaging from an environmental perspective
- ☒ Sustainability will be a standing item at 100% of Board meetings
- ☒ We will sign up to participate in the UN Global Compact
- ☐ Formalise a global approach to health and safety
- ☐ Develop a Group-wide Code of Conduct
- ☐ We will have 2% more females at an executive level
- ☐ We will establish a job evaluation system to support the implementation of a banding structure

BY END OF 2020:

- ☐ We will launch five new initiatives that contribute to reducing the risk factors of the large preventable health challenges society face
- ☐ We will double our expenditure on R&D to support product innovation*
- ☐ We will collaborate with at least one reputable scientific partner within each market we operate in
- ☐ We will set targets for a reduction in the total recordable rate of accidents
- ☐ 100% of our workforce will have access to internal health and wellbeing initiatives

* Based on 2017 levels

BY END OF 2025:

- ☐ We will achieve BCorp Certification

BY END OF 2030:

- ☐ We will label 50% of product categories across our Group with disposal instructions, country of origin (ingredients and manufacture) and our environmental footprint.



Positive business practices.

Business ethics and social responsibility.



An Australian Government Initiative



Whole Person Wellness – Movement.

Programs and policies.



Whole Person Wellness – Mind.

Programs and policies.



Whole person wellness- Mind.

Programs and policies.



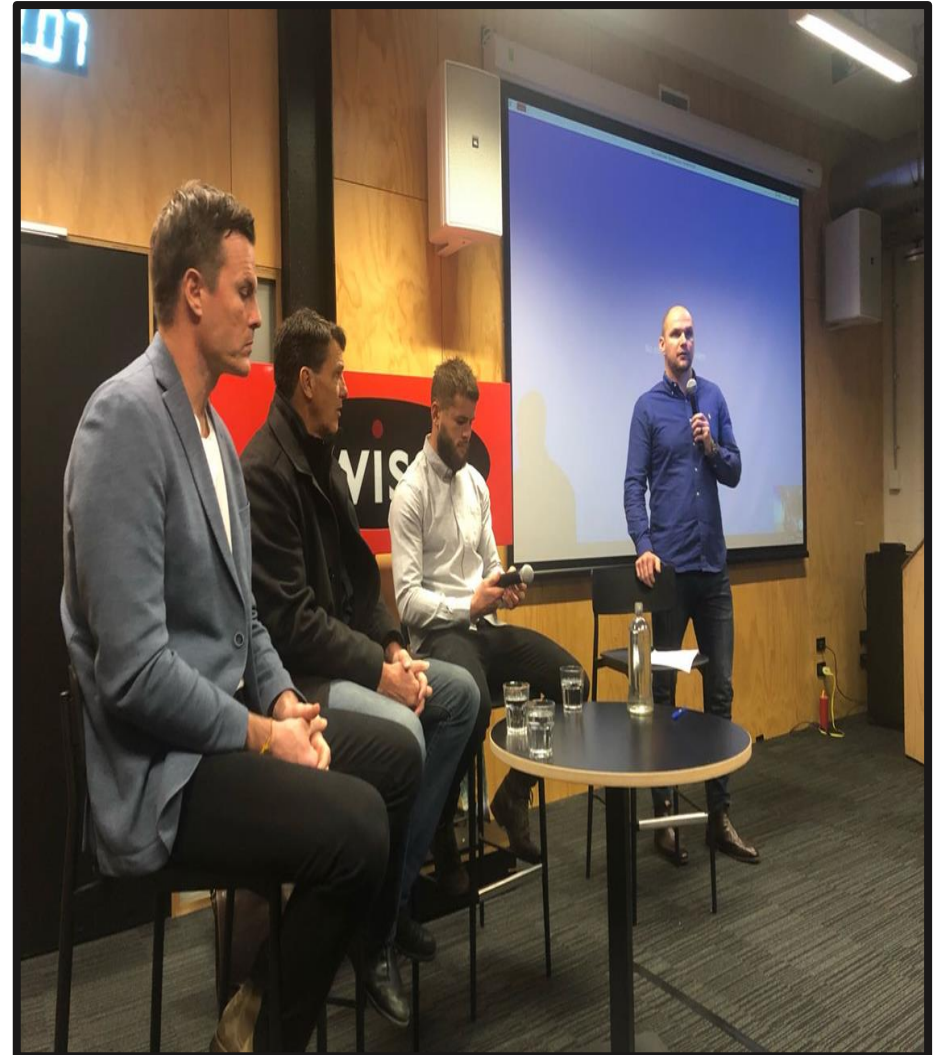
Whole Person Wellness – Nutrition.

Programs and policies.



Creating belonging.

Programs and Policies.



Assess. Prioritise. Evaluate.

Continual improvement and systematic process



Expert input.



Continual improvement and systematic process



GALLUP®



Our Healthy Workplace future.

Sustainability and integration

