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

OUR MISSION
IS TO MAKE PEOPLE
AROUND THE WORLD

H+H
We believe in values led leadership.

**Leadership Commitment and Engagement**

**Team Member**
- 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.
- By being disruptive with our thinking and being open to change.
- By taking personal responsibility and finding creative solutions to challenges.
- By being honest and respectful when communicating and reliable in our actions.
- By taking the initiative to find ways to grow and improve.
- By understanding our H&H mission, values and business strategy.
- By using H&H communication channels to stay informed and connected with business.
- 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

MOVEMENT

NUTRITION

MIND
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.
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 3% 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

BY END OF 2025:
- We will reach 1 million people with health initiatives through the H&H Group Foundation
- We will raise and invest US$500,000 into the H&H Group Foundation
- We will double our contributions to the protection of the ecosystems for our most critical raw ingredients
- We will map out the value stream for our top 10 SKUs for every brand
- We will reduce our waste by 20%*

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.

* Based on 2017 levels
Positive business practices.

*Business ethics and social responsibility.*
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.

Swisse
Continual improvement and systematic process

**ASSESS**
- Physical Health & Safety audits and risk assessments
- Psychosocial Team Insights surveys
- Personal Health resources Dexa scans and SWS
- Community impact Annual Sustainability Report commitment tracking

**PRIORITISE**
- Physical Leadership development to drive accountability of H&S
- Psychosocial Mental Health programs and support resources
- Personal Health resources Further health assessments and expanding to family
- Community impact Community outreach program and increasing team involvement

**EVALUATE**
- Annual plan evaluated monthly – track progress of key projects, deliverables and metrics.
- Structured review quarterly covers above and plan is updated for changing deliverables.
- Strategy reviewed annually.
Expert input.

Continual improvement and systematic process
Our Healthy Workplace future.

Sustainability and integration