

Global Healthy Workplace Awards 2020

Swisse



Our story.



We are passionate about the health of all humans



It all begins with a healthy workplace

Organizational Commitment & Leadership Engagement






We believe in values led leadership

Organizational Commitment & Leadership Engagement



OUR VALUES IN ACTION

	 Team Member	 People Leader	 Business Leader
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 being proud to be part of our H&H team and keeping our teams focused on delivering successful outcomes.	By being proud ambassadors of H&H and always thinking like business owners.
LET'S BE BRAVE Thinking big and different Courageous	By keeping our consumers our priority and sharing new ideas.	By driving a consumer centric focus in our team and sharing initiatives that drive success.	By having a relentless consumer focus and seizing opportunities to grow the H&H business.
I TRUST YOU Committed Empowering	By being disruptive with our thinking and being open to change.	By inspiring our teams to be disruptive in thinking and open to change.	By driving a culture of disruption and agility at H&H.
ONE BIG TEAM Open Collaborative	By taking personal responsibility and finding creative solutions to challenges.	By taking accountability for our team's performance and delivering creative solutions to challenges.	By owning our results and driving innovative solutions to business challenges.
CELEBRATE LIFE EVERY DAY Positive Happy and Healthy	By being honest and respectful when communicating and reliable in our actions.	By enabling honest and respectful communication and building teams that do what they've committed to.	By communicating openly and honestly and doing what we say we will.
	By taking the initiative to find ways to grow and improve.	By proactively developing and empowering our teams.	By building our people's capability and actively empowering them to be successful.
	By understanding our H&H mission, values and business strategy.	By inspiring our teams through reinforcing our H&H mission, values and business strategy.	By regularly communicating our H&H mission, values, business strategy and performance across the Group.
	By using H&H communication channels to stay informed and connected with business.	By using H&H communication channels to work efficiently with local and global teams.	By using H&H communication channels effectively to inform and collaborate with global partners.
	By being involved in H&H wellness initiatives and knowing our sustainability commitments.	By encouraging team to participate in H&H wellness initiatives and contributing to our sustainability commitments.	By making business decisions aligned to our sustainability commitments and supporting H&H wellness programs.
	By sharing our successes and bringing a positive attitude to work.	By recognising and sharing wins and being a positive role model for our teams.	By celebrating H&H successes and being a positive role model for our values and culture.

We Celebrate Life Every Day

Organizational Commitment & Leadership Engagement



Safety is our priority

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How we measure our impact and success

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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

Programs for all our teams

Worker involvement



The Leadership Collective



My Quest

EMBRACE THE CHALLENGE,

UNLEASH YOUR POTENTIAL...

BRING YOUR A-GAME!

My Wellness AustralianSuper

AustralianSuper



Reward and recognition

Worker involvement



My Reward

To:

Enjoy this reward because...

.....

.....

From:

To redeem; please see your local reception or people team.



Gratitude attitude.

Worker involvement.



Gratitude Attitude

Worker involvement



Positive business practices

Business ethics and social responsibility



Positive business practices

Business ethics and social responsibility



H&H TEAM MEMBERS
COLLECTIVELY SPENT **7,508**
HOURS VOLUNTEERING



50/50
GENDER SPLIT
IN MANAGEMENT



10,000+
HOURS OF TRAINING

DEVELOPED THE
**INTERNAL CODE
OF CONDUCT**



US\$347K INVESTED
IN **EMPLOYEE
WELLBEING**



COMMUNITY
PROGRAMS REACHED
211,425 PEOPLE



LAUNCHED THE
**GLOBAL HEALTH
AND SAFETY POLICY**

72%

OF OUR TEAM MEMBERS
FELT THEY HAD **FLEXIBLE
WORKING ARRANGEMENTS**
AVAILABLE TO THEM

Our Whole Person Wellness philosophy

Organizational Commitment & Leadership Engagement



MOVEMENT



MIND



NUTRITION

Our Wellness Pillars – Movement

Programs and policies



Our Wellness Pillars – Mind Health

Programs and policies



Our Wellness Pillars – Mind Health

Programs and policies



Our Wellness Pillars – Nutrition

Programs and policies



Programs and Policies



Assess. Prioritise. Evaluate.

Continual improvement and systematic process



Expert input.

Continual improvement and systematic process



Sustainability and integration



Our Healthy Workplace future.

Sustainability and integration



Swisse

