

# **CCLA CORPORATE MENTAL HEALTH BENCHMARK**

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31<sup>st</sup> August 2023

# **CCLA**



Mental ill-health at work costs business billions...

...an average cost of US\$1,900 per employee every year\*

That equates to an annual estimated loss of...

- \$2.7 billion for Amazon
- \$506 million for JP Morgan Chase
- \$380 million for McDonald's
- \$149 million for Pfizer
- \$135 million for Tesla
- \$50 million for PayPal

Improving the mental health of an organisation saves money...

...an average return of \$6.55 for every \$1 invested \*\*



Source: \*Deloitte (2020) 'Mental Health and Employers: Refreshing the Case for Investment'.  
Online at [www2.deloitte.com/uk/en/pages/consulting/articles/mental-health-and-employersrefreshing-the-case-for-investment.htm](http://www2.deloitte.com/uk/en/pages/consulting/articles/mental-health-and-employersrefreshing-the-case-for-investment.htm)  
\*\* [deloitte-uk-mental-health.report.2022.pdf](https://www.deloitte-uk-mental-health.report.2022.pdf)

## 2019



- Engage with 11 investee companies, based on *Thriving at work*

## 2020



- Covid-19 – write to every FTSE 100 CEO
- 74 responses received
- Start to build a Corporate Mental Health Benchmark
- Form Expert Advisory Panel

## 2021



- Map existing mental health frameworks
- Refine assessment criteria
- Road test on six UK companies
- Publish pilot benchmark, 30 companies

## 2022



- Notify companies of inclusion in 2022 benchmarks
- May – launch UK 100 benchmark
- Publish Global investor statement on workplace mental health**
- Write to UK 100 CEOs
- Oct – launch Global 100 benchmark
- Write to Global 100 CEOs

## 2023



- Notify companies of inclusion in 2023 benchmarks
- June - launch 2023 UK 100 benchmark
- Write to UK 100 CEOs
- Oct – launch 2023 Global 100 benchmark
- Write to Global 100 CEOs

Corporate  
Mental Health  
Benchmark

CCLA



Delivering positive change, to the benefit of companies, investors and society

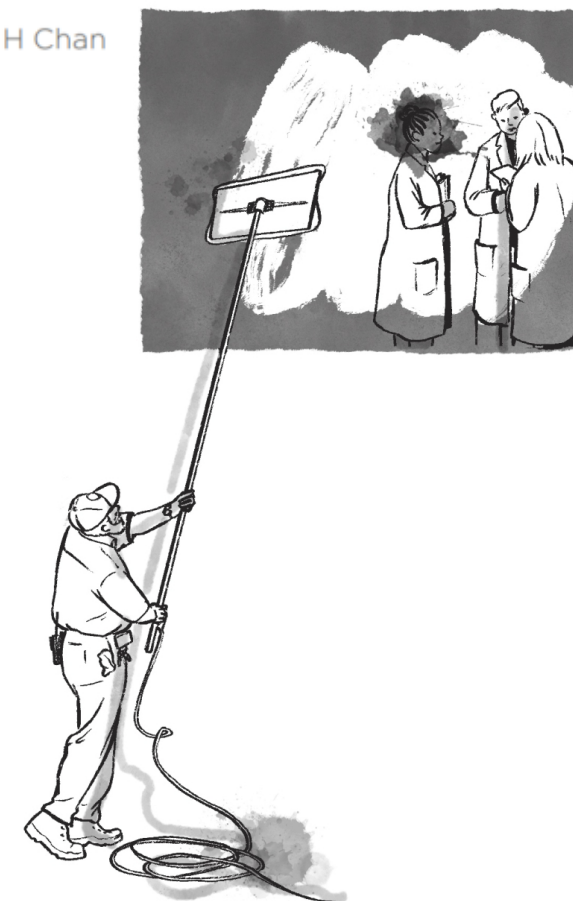
Source: CCLA June 2023.

In developing the benchmark, 30 distinct assessment criteria were developed and mapped against key reference sources, including:

- Health Workplace Framework and Model, World Health Organization
- ISO 45003 (Psychological Health in the Workplace), British Standards Institution
- Leadership Pledge, Global Collaboration for Better Workplace Mental Health
- Mental Health in the Workplace: Benchmarking Questions, Institute of Occupational Health & Safety
- Mental Health Performance Framework, OECD
- Seven Domains of Wellbeing, Chartered Institute of Personnel and Development
- Ten Step Toolkit for employers, Mindful Employer
- Thriving at Work Global Framework, City Mental Health Alliance
- Thriving at Work Standards (Core and Enhanced), D. Stevenson and P. Farmer
- Workplace Wellbeing Index, Mind

## + Expert Advisory Panel

- Lord Dennis Stevenson CBE
- Paul Farmer CBE, Mind
- Elena Espinoza, United Nations Principles for Responsible Investment
- Dr Junko Umihara, Showa Women's University
- Dr Richard Caddis, BT
- Dr Shekhar Saxena, Harvard T H Chan School of Public Health
- Elizabeth Sheldon, CCLA



Source: CCLA Corporate Mental Health Benchmark Global 100 - 2022

27 Assessment  
Criteria

(Maximum score:  
212 points)

Four Sections:



Management  
Commitment & Policy



Leadership  
& Innovation

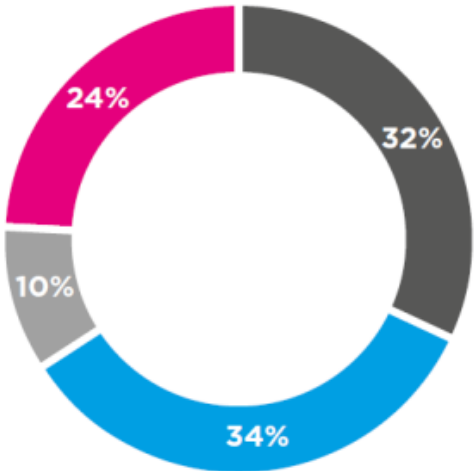


Governance  
& Management



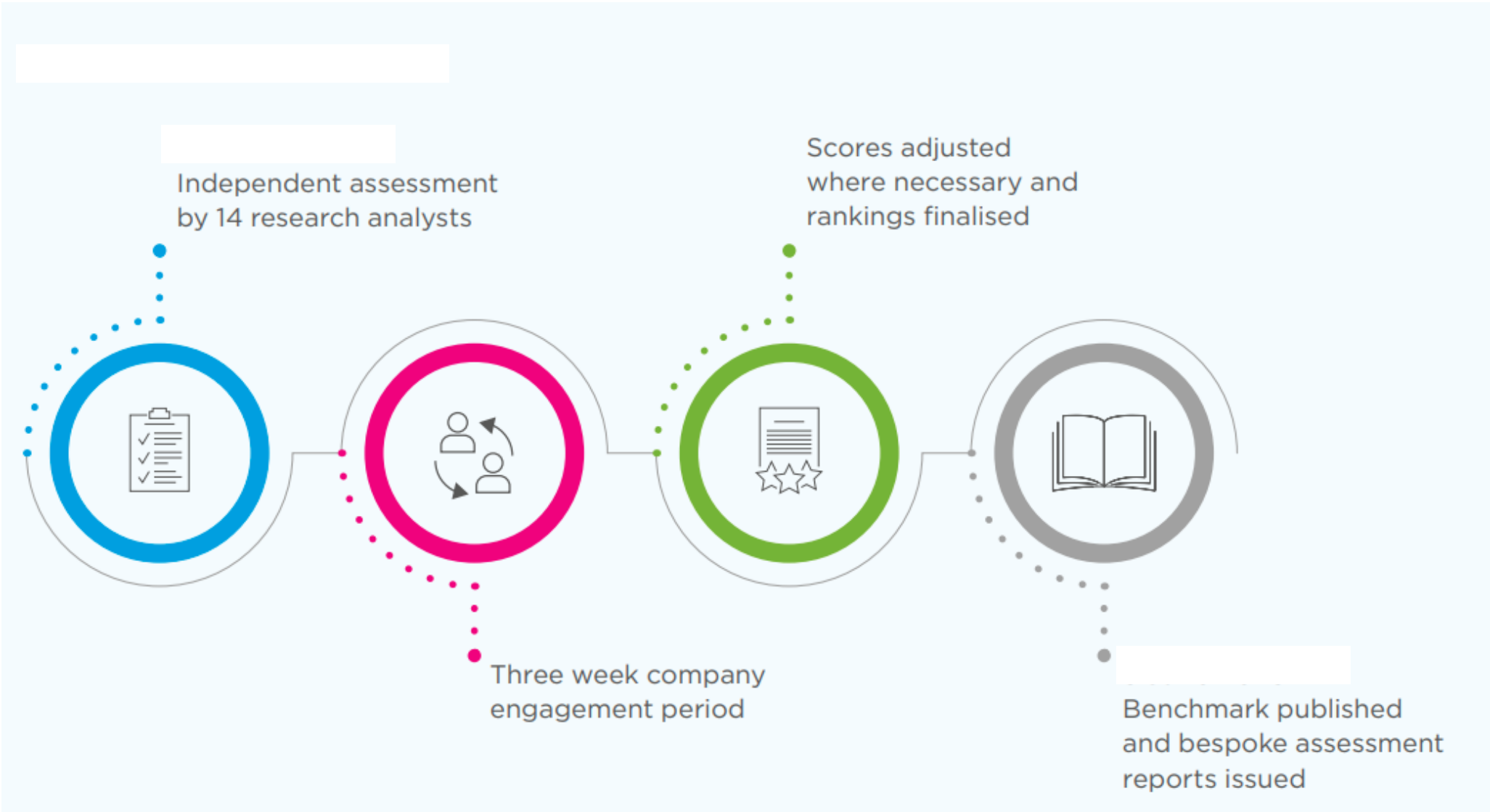
Performance Reporting  
& Impact

Weighting by assessment pillar  
(% of points available)








- Management commitment and policy
- Governance and management
- Leadership and innovation
- Performance reporting and impact

Source: CCLA July 2023.

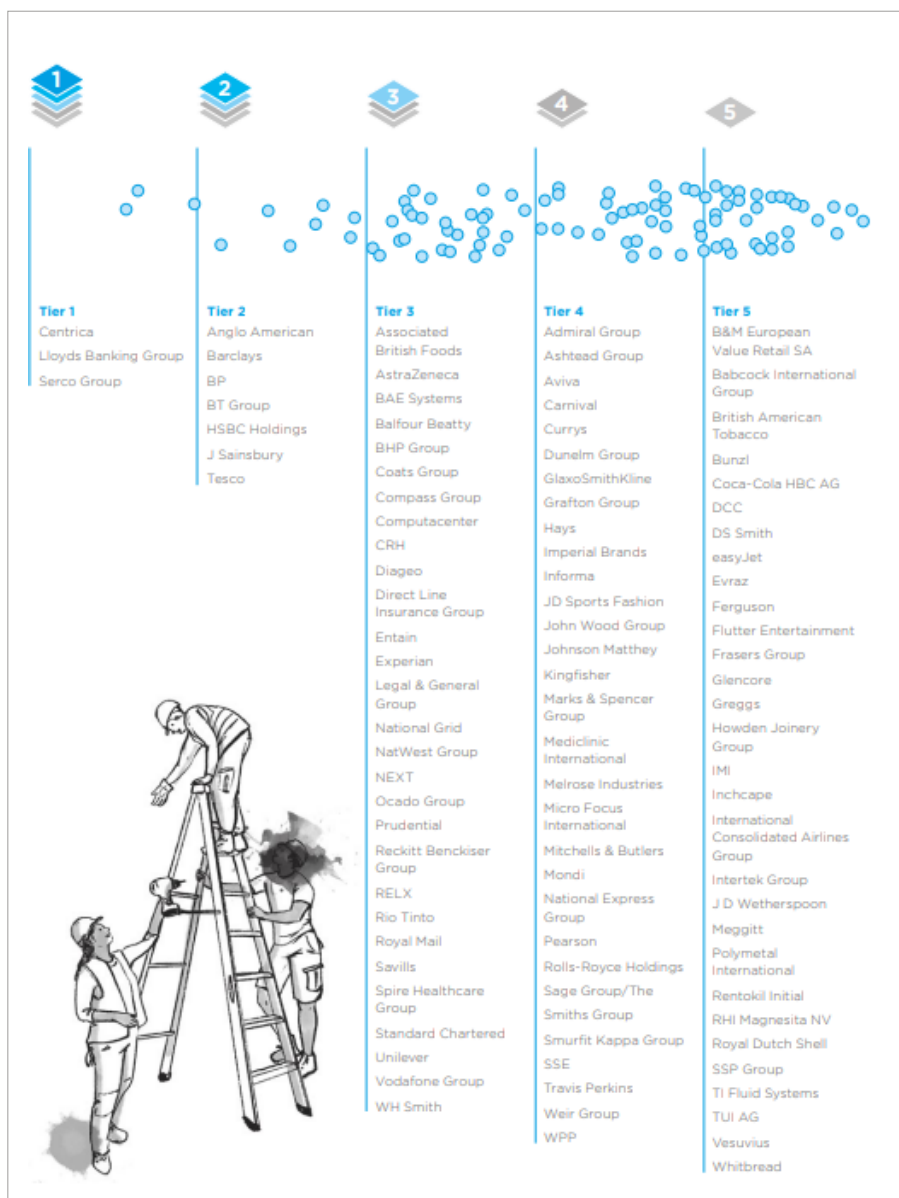




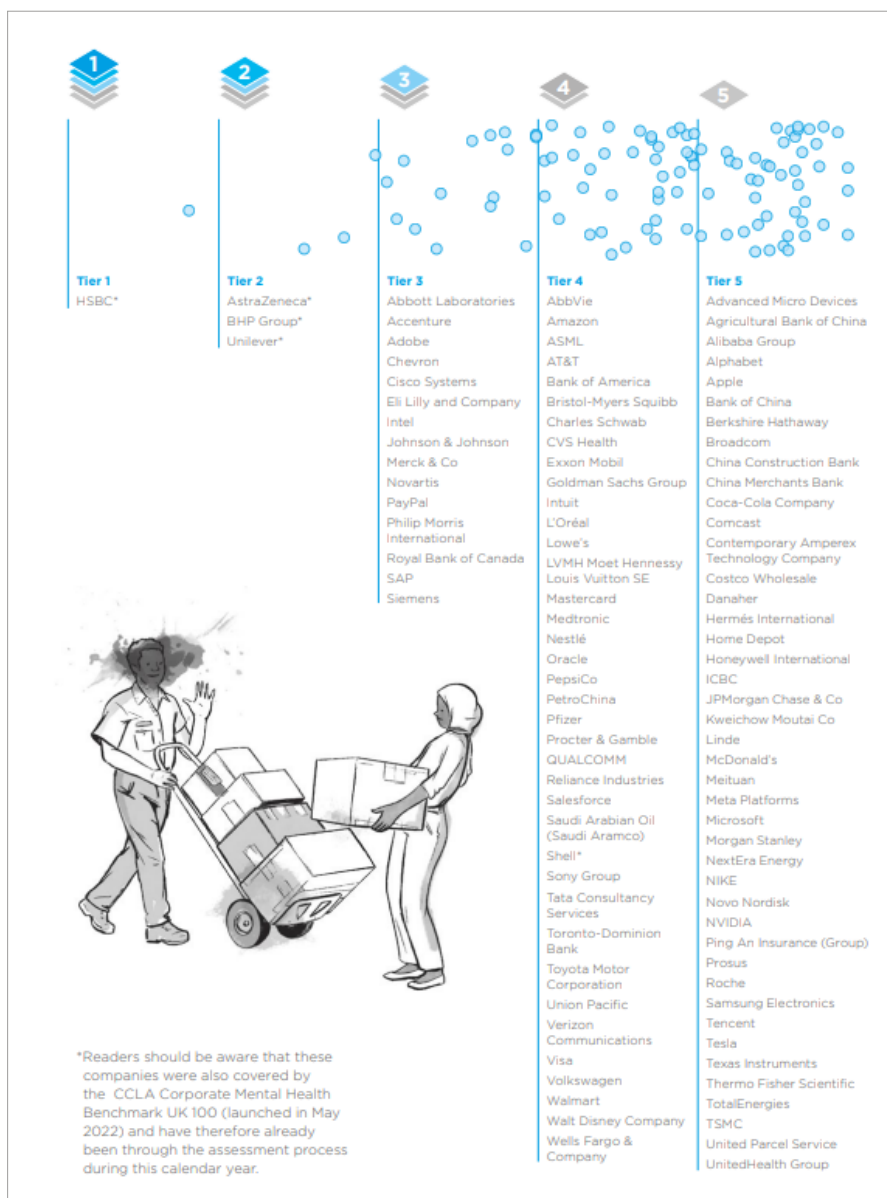
Tier	Overall performance score range	Tier description
	81%–100%	Companies are leading the way on workplace mental health management and disclosure
	61%–80%	Companies are well on the way to demonstrating a strategic approach to workplace mental health management and disclosure
	41%–60%	Companies are on the way to developing robust systems for workplace mental health management and disclosure
	21%–40%	Companies are on the journey and have begun to formalise their approach to workplace mental health management and disclosure
	0%–20%	Companies are at the start of the journey to adopting a formal approach to workplace mental health management and disclosure

Source: CCLA July 2023.

## UK 100 benchmark – launched May '22

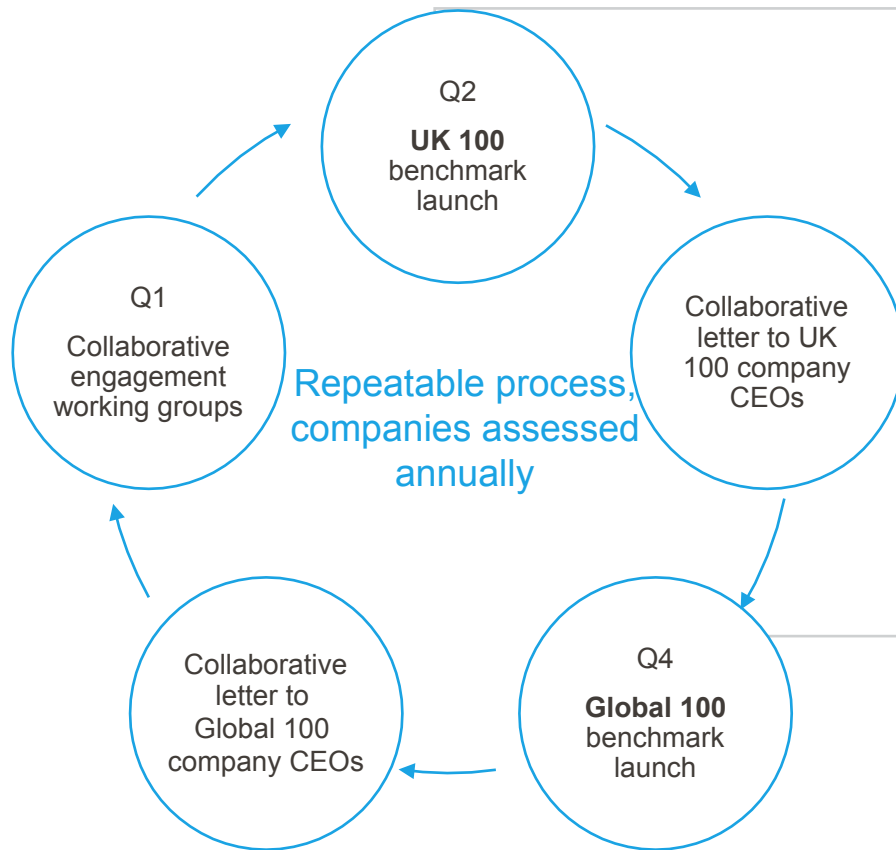


## Global 100 benchmark – launched Oct '22



Source: CCLA 2022





## Global investor statement on workplace mental health

Now with the support of

- 48 signatories
- \$9 trillion AUM

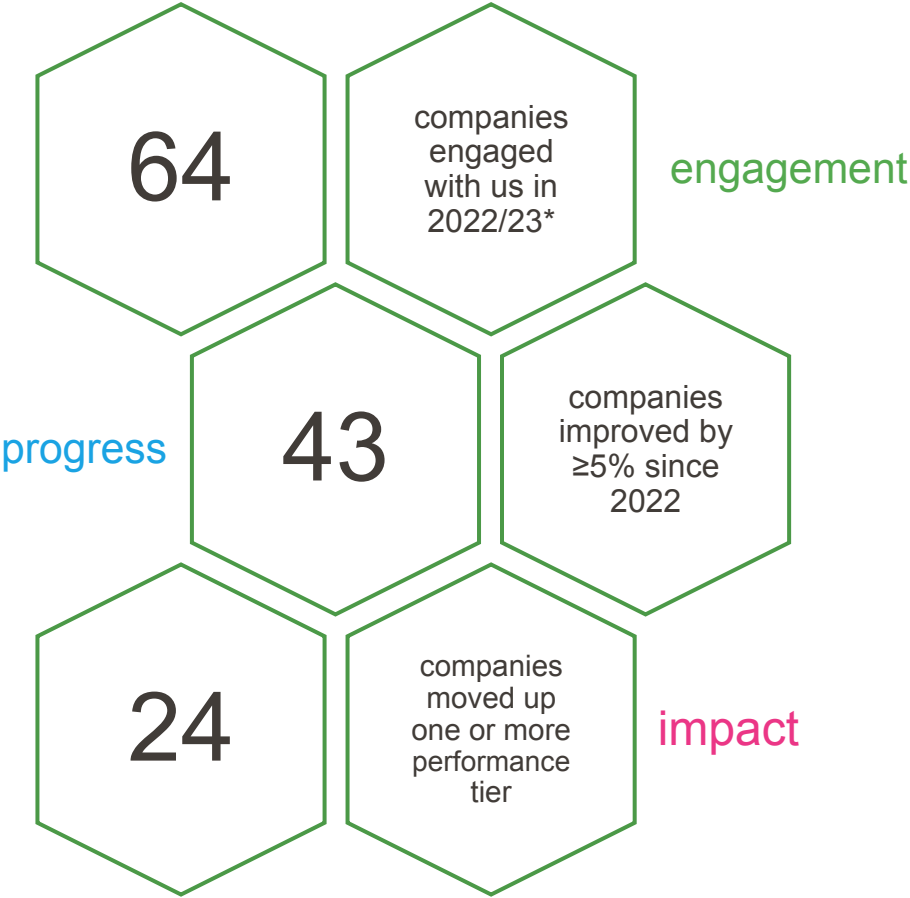
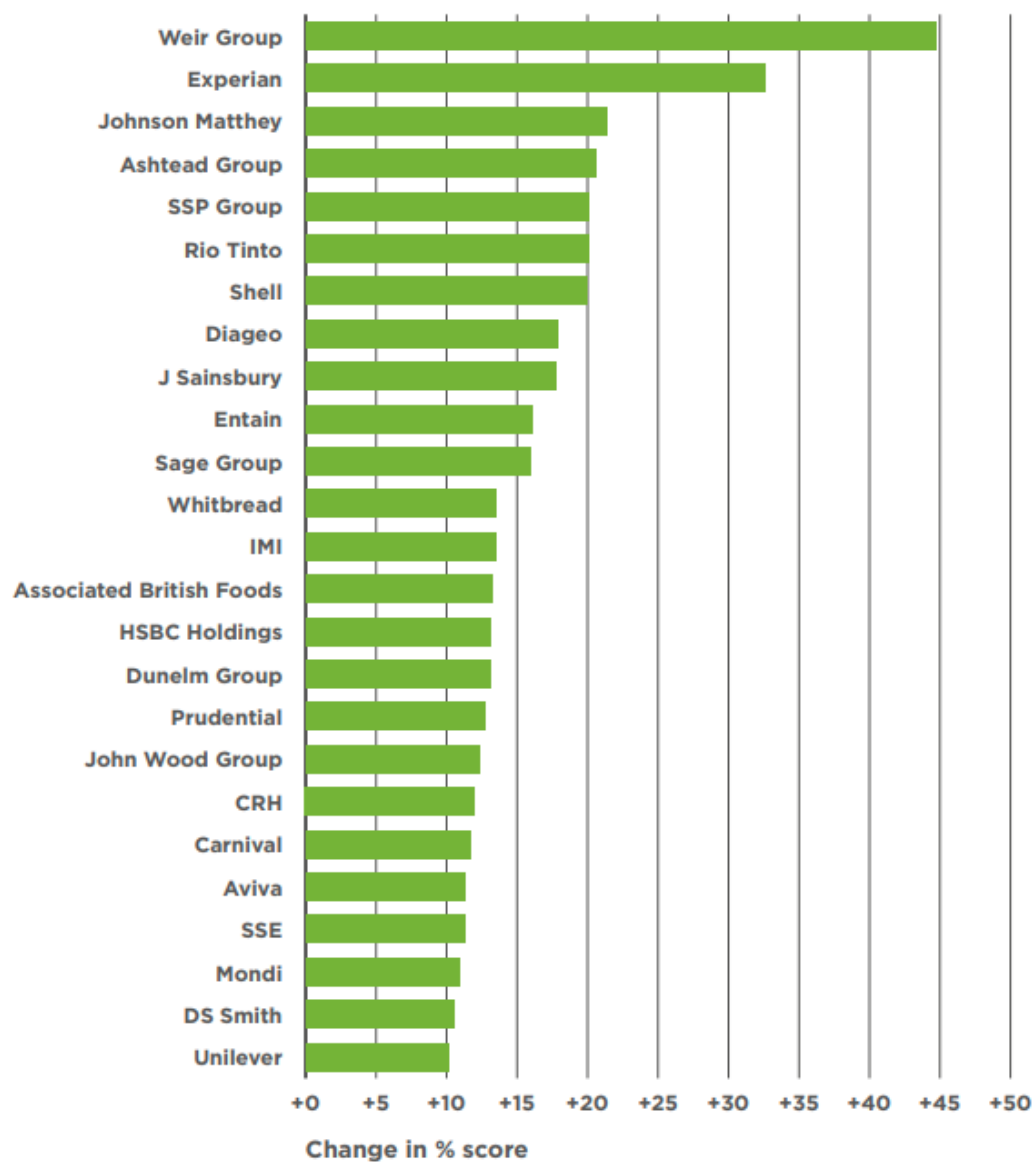


Source: CCLA, August 2023.

# 2023 UK 100 benchmark findings

**CCLA**

The companies below improved by ≥10% in 2022-23



Source: CCLA July 2023. \*Of which 57 engaged directly with CCLA and an additional 7 engaged via our online platform.



Source: CCLA July 2023

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