

13th Global Healthy Workplace Summit

20th - 21st November 2025
Mumbai, India

Good Health is Good Business

globalhealthyworkplace.org



Summit Summary Report





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GCHW Welcome

We were thrilled to welcome you to the 13th Global Healthy Workplace Awards and Summit, a special event hosted in collaboration with the Arogya World Healthy Workplace Conference and our strategic partner, Godrej Industries Group. Taking place at the iconic Godrej One in Mumbai, India, the 2025 summit brought together global visionaries, decision-makers, and changemakers to explore the future of workplace wellbeing.

Over two days, we dived into pressing topics like AI's role in advancing wellbeing, the importance of leadership and empathy in mental health, and the evolving metrics for measuring employee health within the ESG framework. Attendees also engaged in meaningful discussions on cultural perspectives of health, mindfulness practices, and the launch of Arogya City Mumbai.

We were proud to honor the finalists for the 2025 Global Healthy Workplace Awards, showcasing the exceptional work of Bayer India, Hamad Medical Corporation, and Tata Motors in the Large Enterprise category, and Allianz, Sanofi, and Wipro in the Multinational Enterprise category. These organizations exemplify leadership in advancing health, safety, and wellbeing in the workplace.

A heartfelt thank you to our partners, Arogya World and Godrej Industries Group, for their unwavering support in making the event possible. We hope the summit sparked collaboration and provided you with practical strategies to help transform your workplace and contribute to the future of employee wellbeing.

Global Centre for Healthy Workplaces (GCHW)



Tech Care for All





The 13th Global Healthy Workplace Awards and Summit attracted over 100 delegates representing 20 countries from five continents.

The summit included a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organizations, NGOs, and media.



Empathetic leaders are a catalyst for mental health and performance, linked with higher engagement, significantly lower burnout, and greater inclusion and psychological safety, especially for women and other marginalized groups.

Spending more than 2 hours on screens per day correlates with lower subjective wellbeing per OECD analysis of how digitalisation affects people's lives. Significant differences in access and infrastructure persist, but also in digital culture and readiness.

AI works well for early access and stigma reduction in mental health at the workplace while it does not work to replace human clinicians.



Transitioning wellbeing from broad ESG goals to measurable metrics involves tracking inclusion, productivity, and work-life balance to demonstrate tangible impact on human flourishing.



National and community culture shapes what health and wellbeing at work looks like, so effective strategies align global standards with local norms around stress, support, identity, and belonging.





2025 AWARDS WINNERS



**13th Global Healthy
Workplace Awards
& Summit**
20 – 21 November 2025

Allianz
Multinational Employer, Germany

Hamad Medical Corporation
Large Employer, Qatar

Allianz, Germany (multinational enterprise) WINNER

The health and well-being of our workforce is a top priority for us and a fundamental aspect of our global People and Culture strategy as “we care for the health & well-being of our employees”.

With our Global Sustainable Health Strategy, we focus on key enablers to maintain and improve the health of our global workforce: we offer all our employees globally at least 40% mobile work. To support our employees in their growth and development every employee spent 60 hours on learning in 2024. We strengthened resilience across the organization through global resilience training mandatory for 13.600 people leaders and Mindfulness Movement training for all employees.

Health and well-being are measured via the employee listening Work Well Index plus (WWI+) and Inclusive Meritocracy Index (IMIX). Improvements demonstrate higher employee satisfaction and engagement. Global WWI+ and IMIX target achievements are published in 2024 Annual Report.

To achieve our targets, we regularly track our key levers such as the global Four Minimum Health Requirements and the global Occupational Health and Safety Management system.

Allianz Group offers a broad variety of programs on global as well as local level regarding the four healthy workplace areas – physical, psychosocial, personal health and enterprise-community involvement.

To drive health beyond our workforce our social efforts aim to strengthen the resilience of the communities we operate in. Our global initiative MoveNow aims to improve the health, financial literacy and employability of the younger generation and underserved groups encouraging them to move their Body, Mind, and Soul are closely connected to the company’s corporate social responsibility agenda.

View Allianz Introduction Video: [Click here!](#)

Sanofi, France (multinational enterprise)

Sanofi is committed to improving lives – starting with our own people. In 2022, we launched All Well, a global wellbeing program that unifies over a decade of health and benefits initiatives under one strategic framework. Aligned with the WHO Healthy Workplace Model, All Well supports physical, mental, financial, and social wellbeing through four integrated pillars.

Our goals are to:

- Support physical, mental, financial, and social wellbeing across all life stages
- Foster a healthy, inclusive, and flexible working culture
- Embed wellbeing into our business strategy and continuously improve through global standards and feedback.

All Well Pillars:

- Healthy Bodies (Physical Environment & Personal Health Resources): Quality healthcare, prevention campaigns (“Move Often,” “Eat Well,” “Stay Healthy”), digital health check-ups, travel insurance, and a Global Menopause Hub
- Healthy Minds (Psychosocial Environment): Psycho-social risk assessments, Winning Healthy Minds initiative, global EAP, and mental health education
- Healthy Financials (Personal Health Resources): Competitive pensions, stock purchase plan, financial guidance, life insurance (min. 2 years’ salary), cancer support, and Enfants de Sanofi
- Healthy Working Culture (Enterprise Culture & Community Involvement): 14-week gender-neutral parental leave, flexible work, Speak Up culture, ERGs, volunteering, YourVoice survey, and Sanofi Connect Us.

All Well is embedded in our global strategy, supported by leadership, driven by employee involvement, and continuously improved, ensuring wellbeing is a core part of how we work at Sanofi.

View Sanofi Introduction Video: [Click here!](#)

Wipro, India (multinational enterprise)

At Wipro, we focus on the holistic wellbeing and good health of our people. Beyond enabling professional growth, we believe in building a culture of wellbeing. Our Healthy Workplace program reflects this belief and is anchored in three foundational pillars: the Wipro Wellbeing program, our Culture Framework, and our ESG goals — each reinforcing the other to create an environment where every individual can thrive.

The Wipro Wellbeing program has a globally integrated framework that connects the three dimensions of wellbeing—Body, Mind, and Community. It is designed to empower employees to take ownership of their wellbeing journey, supported by leadership sponsorship, manager enablement, and inclusive access to wellbeing offerings and resources across the employee lifecycle.

Our Culture Framework includes five core elements—our Purpose and Mindset, Lifelong Learning, Recognition, Inclusion & Belonging, and Holistic Wellbeing. These values shape how we work, lead, and support one another, embedding wellbeing into the everyday experience of every Wiproite. Our culture campaign, #ItStartsWithMe, reinforces personal accountability and collective ownership—encouraging every Wiproite to lead by example in building a culture of care, resilience, and wellbeing.

Our ESG goals provide the strategic backbone, with a strong focus on inclusion, continuous learning, employee wellbeing, and environmental stewardship. These goals are reviewed quarterly by the Wipro Executive Committee and guide our long-term sustainability and social impact agenda.

Together, these pillars ensure our Healthy Workplace program is holistic, inclusive, and deeply embedded in our culture, fostering productivity, satisfaction, and overall organizational success.

View Wipro Introduction Video: [Click here!](#)

Bayer, India (large enterprise)

Sustainability is part of our Bayer corporate strategy building on our mission of “Health for all, Hunger for none”. Our mission of ‘Health for All’ starts with employees. We understand that when employees are happy, healthy & being their authentic whole selves, they thrive & perform at their best, helping us to achieve business goals. This vision fuels our commitment to UN SDG3 – ‘Good Health & Wellbeing’ & is the driver for our employee health activities.

Bayer Group Regulation on Occupational Medicine and Health sets minimum standards for employee health protection and promotion. It covers occupational medicine provisions, emergency medical care and health promotion and ensures compliance with legal and regulatory requirements. In addition to meeting local laws, we have our own requirements based on internal risk assessments to further mitigate the risks in Bayer’s work settings to the lowest level possible.

We address employee health & well-being of through four key angles: “Occupational Medicine” & “Industrial Hygiene” – to “Health Promotion” & “Healthy Leadership”. Systematic health promotion is a prerequisite for creating a health culture & processes that enable a sustainably mature level of health & well-being. Our health promotion aims to effectively engage & empower employees to choose healthy behaviors that reduce risk of chronic & other illnesses & improve their health. We offer attractive & targeted health programs based on regular risk assessments. Our health experts provide the framework & manage the program.

Our comprehensive health and well-being programs are aimed at significantly reducing the risk of occupational illnesses, while building and sustaining a healthy and productive workforce. Our goal is to enhance the health and wellbeing of Bayer employees and their families and provide them with awareness and resources to strengthen the 4 pillars of wellbeing – physical, mental, emotional and spiritual. We have an inhouse portal – MyHealth – dedicated to Health and Wellness topics.

View Bayer Introduction Video: [Click here!](#)

Hamad Medical Corporation, Qatar (large enterprise) Winner

Hamad Medical Corporation (HMC) launched its dedicated Employee Wellbeing and Wellness Section under the Human Resources Department in 2021, with full implementation across all Public Healthcare sector including HMC facilities, MOPH, PHCC and Naufar Hospital by 2022. This comprehensive, organization-wide initiative is designed to cultivate a safe, inclusive, and health-promoting workplace for more than 50,000 healthcare employees. Guided by the WHO's Healthy Workplaces model and aligned with Qatar Vision 2030 and the National Health Strategy, the program adopts a holistic approach encompassing six core pillars: Health Education, Physical Health, Mental Health, Social Wellbeing, Financial Wellbeing, and Employee Support Programs.

Uniquely tailored to the demands of the healthcare sector, the program integrates wellbeing into HMC's culture and operations through strategic planning, systematic needs assessments, digital innovation, and evidence-based interventions. It is implemented through multidisciplinary collaboration, supported by executive leadership, and driven by continuous improvement. The program's scalability—extending to the Ministry of Public Health, Primary Healthcare Center and Naufar Hospital—along with its measurable impact on engagement, health, and productivity, reinforces HMC's commitment to workforce wellbeing.

The program's health and wellbeing goals are to:

- Foster a sustainable culture of wellbeing
- Strengthen employee resilience
- Improve engagement and job satisfaction
- Reduce health risks and absenteeism
- Enhance overall employee health and productivity
- Contribute to improved patient care and outcomes
- Position HMC as a regional and global leader in workplace wellness

View Hamad Medical Corporation Introduction Video: [Click here!](#)

Tata Motors, India (large enterprise)

Our Healthy Workplace program adopts a holistic and multi-tiered prevention strategy to enhance employee health and wellbeing. Under primordial prevention, we focus on lifestyle risk mitigation through digital wellness initiatives, cardiac Q-risk assessments, engagement with wellness coaches, and canteen menu transformation. Primary prevention includes structured tobacco cessation programs, weight management interventions, and pre-diabetes awareness and detection. In secondary prevention, we emphasize disease control with cardiac stress testing and timely medical follow-ups.

Since April 2020, we have extended access to a confidential Employee Assistance Program (EAP) offering third-party counselling support for employees and their dependents. The program achieved a 3.64% utilization rate in FY 2023-24, reflecting increased mental health awareness.

Our Health & Wellbeing Goals for FY 2025-26 include:

- Restricting the conversion rate of pre-diabetes to diabetes to below 3% among permanent employees.
- Achieving a 12% reduction in the average cardiovascular risk score among moderate to high-risk plant employees.
- Ensuring measurable health improvements (BMI, blood pressure, HbA1c) in at least 10% of program participants.
- Implementing engineering controls to reduce or eliminate hazards in 30% of high-noise areas.
- Conducting fortnightly audits in identified high-heat stress zones and communicating risks to at least 75% of exposed employees and contract workers.
- Enhancing emotional wellness through online and face-to-face counselling, with a participation target of 4.25% for permanent employees and 0.75% for business partner employees.

This integrated approach aims to sustain a safe, productive, and health-conscious work environment.







GLOBAL CENTRE FOR
**HEALTHY
WORKPLACES**

If you have any questions,
please do get in touch.

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#GHW Awards #WorkplaceHealth