

OUR COMMITMENTS

Healthy Lifestyles

- Workplace wellness initiatives

The Coca-Cola Company

Initiative

The Coca-Cola Company offers workplace wellness programmes which span physical, emotional, social and financial offerings, at all of its facilities around the world. The Company aims to help its staff by making well-being a part of the everyday work experience. Following are a few examples of the resources available to employees: fitness studios on site; on-site health screenings; well-being coaching services with weight management, smoking cessation and stress reduction; staff-led coordinated stretch breaks; and healthy dining options. In the Atlanta headquarters there is a dietician on-site, a medical care centre, a full-service pharmacy and a fitness facility that offers exercise classes, massages and physical therapy. The Company's activity tracker from "Virgin Pulse," launched in 2014, helps employees track their sleep and steps, connecting with a platform where they can set goals, join fitness challenges and connect with colleagues.

Impact

In 2016, more than 5,700 people participated in the Company's global steps challenge, "Global Activity Challenge," where business groups and small teams challenged each other to see who could take the most steps. 72% of those participating averaged more than 7,000 steps per day. In 2016, nearly 22,000 people had enrolled in "Virgin Pulse," globally.

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Initiative

Danone promotes the value of healthy diets and adequate exercise among its employees. In workplaces worldwide, the Company runs wellness programmes. The “ActiveHealth” programme offers many benefits including, well-being workshops, yoga free fruit, yogurt and water, health screenings, massages, fitness clubs and counselling for personal issues. The “Manifesto Truck” road show is an integrated programme of Early Life Nutrition and Water divisions designed to increase employees’ awareness of healthy lifestyles by promoting healthy eating and drinking behaviours that respect culture and social habits. The Daniel Carasso Research Centre in France has developed a programme focused on the web-based “Danone Nutrition Partner” nutrition coaching tool which provides employees with personalized, science-based diet and exercise plans and advice. It has also built a sports centre to provide employees with local facilities where they can practice physical exercise. Danone has also been promoting awareness of the importance of taking 10,000 steps a day. In Medical Germany, all interested employees received a step counter; in Early Life Nutrition U.K. and Germany, employees took part in the “Global Corporate Challenge,” a sports programme recording physical activities by using a step counter. A survey following the event showed that the well-being of employees had improved – they felt less stressed, slept more and increased their daily steps. A similar step challenge, “Make your Move,” was conducted by Dairy U.S.A.

Impact

All actions on Health, Nutrition, Sport have had a positive impact on absenteeism and employees’ health (weight loss, less consultations for muscular pain, reduction of cholesterol levels, glycaemia, electrocardiogram alterations). In 2016, 45 out of 49 subsidiaries gave their employees access to a health and wellness programme. In total 51,349 employees (approximately 69% of total staff) have access to these programmes.

FERRERO

Initiative

Ferrero is committed to promoting “healthy ageing” among its retired employees and to improving the quality of life of the elderly through all of its activities, encouraging the development of social relations, commitment and knowledge. This work is carried on by the Ferrero Foundation. Established in 1983, and guided by the principles of “Work, Create, Donate,” the Foundation is housed in a complex where it is able to meet the needs of about 3,500 former employees and their spouses, providing health and social care services, creative and cultural workshops, 40 activity groups, a library, a multi-purpose auditorium, exhibitions and gyms as well as a nursery for employees’ children. Ferrero also supports former Ferrero employees in France and Germany to lead an active and healthy life during retirement through its programme, “Opera Sociale.”

Impact

In 2015, the infirmary was open for 233 days, for a total of 350 hours; 580 medical examinations were provided along with visits by a neurologist and podiatrist; 263 checkups were provided so the elderly and their spouses could take part in fitness courses; 399 home care visits were carried out; and 52 medical consultations for Ferrero employee were provided.



Initiative

General Mills believes in the importance of making it easy for its employees to stay active, eat healthy and be well. The Company applies a holistic approach to employee well-being offering physical, emotional, financial, career and social/community support. General Mills encourages good nutrition, offering employees healthy dining choices and provides employees with opportunities to increase physical activity. The “LifeWorks Employee Assistance” programs helps build resiliency through counselling and emotional support. The Company’s network of Wellness Champions – employees who are passionate about wellness – plans and implements local programmes for employees around the world with support from the General Mills Global Health team.

Impact

In 2016, in the U.S.A., the Company offered fitness centres and fitness classes, gym memberships, health assessments and screenings, weight loss programmes, heart

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health programmes, flu shots, wellness coaching, health education and stress-reduction programmes and smoking cessation programmes. Employees across the country logged more than 100 million steps – more than 8,512 per day – during the “On Your Mark” six-week walking challenge. Flu awareness, prevention and vaccination campaigns and healthy habits programmes were offered in Argentina and Brazil; Canada offered health and fitness clinics; a Fitbit step challenge and health screenings; and healthy nutrition and lifestyle lectures, jogging events and stretching exercises were offered in China. In India, the Company conducted a health and wellness competition, a healthy recipe cook-a-thon and fitness classes. In the U.K., General Mills conducted confidential health checks with 60% of employees participating, and offered fitness/nutrition advice, massage and relaxation sessions with 66% participation. “Global Skype Stretch Breaks” were offered at more than 30 locations to encourage physical activity during the workday.



Initiative

The physical and emotional wellbeing of Grupo Bimbo’s associates is a priority for the Company. In 2017, Grupo Bimbo introduced a new “Global Wellness Model” aimed at strengthening the ability of its associates to manage healthy lifestyles. The model is based on four pillars – correct eating, physical activity, health and balance. Each pillar has specific lines of action, including providing healthy menus and choices within the work centres; promotion of active lifestyles within the work centres; promoting and implementing good health and disease and addiction prevention campaigns; and implementing strategies to achieve work/life balance. While global in nature, the “Global Wellness Model” is adapted locally according to specific needs. The Company also has a number of initiatives to reduce the risk of chronic degenerative disease, including a weight reduction programme and a “Plus 40” programme providing checkups for associates over 40 years old in Mexico and Latin America. Grupo Bimbo provides healthy dining places and has committed to 100% certification of its plants in Mexico with healthy diners by 2020.

In 2016, the Company launched a national strategy in Mexico, “Vivo Sano #EsPorMí” (I Live Healthily #ItsForMe), aimed at promoting a culture of wellness among its associates that strengthens self-management of a healthy lifestyle. The programme has 800 “Wellness Promoters” – associates whose role is to motivate and advise associates in the adoption of healthy habits. The Company has set a goal of 100% implementation of this programme in Mexico by 2020.

Impact

In 2016, more than 20,000 associates signed up to the “I Accept the Challenge” (Acepto el Reto) weight loss initiative and collectively lost more than 5 metric tonnes in

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weight; and 75,000 associates participated in the “Plus 40” programme. Since 2014, as part of the Occupational Health and Wellness project, the Company has implemented more than 280 educational, training and prevention and risk control activities for associates and their families, including vaccination campaigns, health and wellness training, exercise routines, health and ergonomic campaigns and nutrition counselling. In Colombia, Costa Rica, Ecuador, Guatemala, Honduras, Nicaragua and Panama, Grupo Bimbo has partnered with local health officials to provide health clinics focused on prevention and offering vaccinations.



Initiative

The Company's employee health and wellness programmes focus on nutrition, diet and exercise. In 2014, the programme for U.S.A.-based employees was expanded to a new web-based platform that offers innovative online engagement tools, including a work/life portal with challenges, such as: to eat a healthy breakfast or monitor energy, or drink less soda and more fluids, such as water, or monitor salt and sugar intake, and monitor weight loss and maintenance.

In the U.S.A., employees can participate in a variety of workplace wellness programs, including health assessments, a women's wellness initiative which includes educational seminars, walking events, health fairs, and access to a dietitian.

Employees can utilize on-site fitness facilities at some of the Company's locations and take part in Weight Watchers at work. Kellogg offers incentive programmes, such as discounts on annual insurance premiums, for employees who participate in health and wellness challenges, such as health screenings, and exercise and weight management challenges.

Regional offices around the globe also offer programmes to help Kellogg employees stay fit and healthy. In Canada, for example, employees can take advantage of an on-site fitness centre, while offices in Australia and New Zealand offer question and answer sessions with health experts as well as fitness classes.

Impact

In 2015-2016, approximately 60% of employees in North America took part in one or more aspects of the Company's workplace wellness programmes.

MARS

Initiative

Mars is committed to supporting its associates' health and well-being through programmes that are focused on improving nutrition, diet and physical activity. The approach differs from country to country and depends on local cultures, behaviours and health requirements, but the following programmes are available to all associates: to promote healthy diets, Mars offers nutrition and diet seminars and classes; online and print education materials; subsidized fruit and healthy meal/snack options in workplace cafes; nutrition information on menus; cooking classes; and personalized nutrition services. To maintain active lifestyles, the Company offers online resources on healthy living and promotes active habits, such as using stairs and walking and biking to work; workplace gyms; gym membership subsidies; personalized exercise plans; and sports challenges. In the U.S.A., associates' families can also take part in health coaching, nutrition and diet activities if they are enrolled in the Mars Medical Plan.

In the U.S.A., the on-site well-being programme, "HealthTracks," provides access to preventive care examinations, a health risk assessment, health coaches and disease management experts. The Company runs competitions, challenges and educational programmes to inspire associates to lead a healthier lifestyle. In Asia, India and the Middle East, associates receive a full annual medical health report; and participate in a "Wellbeing Week" which includes free yoga, tai-chi and aerobics sessions, free massages and a presentation on stress management. In Australia, Mars' "Believe" programme has three different tiers, depending on associates' needs, ranging from an interactive online tool providing associates with a 52-week personal fitness and lifestyle improvement plan to a 40-minute health and fitness assessment to personal coaching and support for those with complex health risks. In the U.K., Mars runs annual "Wellbeing Weeks" and performs cholesterol, blood pressure and diabetes checks and "Focus Health Weeks" to educate associates on common illnesses and lifestyle factors. In Germany, the "Clever Naschen" (Smart Snacking) initiative offers nutritional advice, encourages associates to cycle to work and labels healthier options in the on-site canteen. In the Netherlands, the Company helps associates understand their link between their own well-being and their performance at work, offering web-based surveys, coaching and lifestyle interventions.

Impact

In 2016, nearly 150 sites across all regions and segments participated in Mars' second Healthy Worksite Survey, which assesses five key areas – well-being leadership, physical activity, diet and nutrition, tobacco control and psycho-social health. Nearly three-quarters of the sites that had taken the survey in 2015 showed progress. For sites that need more support, the Company provides detailed 12-month improvement plans. In 2015/2016, in the U.S.A., approximately 75% of employees participated in the

workplace wellness programmes; with 60% participation in Australia and between 30 – 50% in the U.K.



Initiative

The Company values the health and well-being of all of its employees across the globe. From its manufacturing facilities to headquarter sites, Mondelēz International is always seeking new ways to expand its wellness programmes to help its employees to be healthy, engaged and productive. The Company offers various health and well-being tools and resources in many of its facilities around the world. Although these may differ from location to location, based on local and cultural needs, the programmes generally offer similar elements around nutritional, physical and mental well-being. Following are a few examples of the programmes offered: lifestyle improvement programmes, such as stress management, weight management and smoking cessation; fitness and/or sports facilities onsite, incentives for gym membership reimbursement and employee sports competitions; health screenings and exams, including vaccinations and flu shots; healthier options and nutrition information in cafeterias and canteens; and health newsletters/intranet sites that offer health tips and work-life/flex time programmes.



Initiative

Nestlé believes that enhancing quality of life and contributing to a healthier future begins with the safety and health of its employees and are committed to helping employees make informed decisions about their health. Nutrition, health and wellness is one of the strategic priorities of Nestlé's "Safety and Health Roadmap 2016-18" and a way of bringing the Nestlé "Framework for Employee Health" (launched in February 2015) to life. Nutrition lies at the heart of the Framework and the Company's goal is to proactively make an impact on the diets of its employees and their families by offering locally relevant education on nutrition and hydration and by providing healthy food and drink options in the workplace. A Global Sharing Platform has been launched with the objective of supporting the markets. It will provide education about health and wellness initiatives and strengthen markets' connections with the "Framework for

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Employee Health". The Nestlé "Guidance on Stress and Resilience" offers a holistic approach to reducing the risk of work-related stress. Musculo-skeletal diseases are the most common type of work-related illnesses and the Company is working to address this issue through a project entitled, "ErgoPro," aimed at improving the ergonomic design of both the work tasks performed and equipment used in the factories. Skype sessions are offered which include topics such as stress management, safety and health, ergonomics and healthy diets.

In 2016, the Company explored further options for assessing health risks among employees and evaluated effective implementation approaches and aims to enable its employees to use this learning to improve their own diets, health and wellbeing. Communications, campaigns and events will promote the benefits of healthier lifestyles and provide more information about the foods people eat, the effects of exercise and practices proven to boost well-being. The Company will also be monitoring key indicators and developing a methodology that will enable it to report future progress towards its objectives. Nestlé has committed, by 2020, to offer its employees education, early screening and programmes that support healthier lifestyle choices.

Impact

In 2016, Nestlé conducted a health survey that received responses from 73% of its markets, representing 83% of employees. The survey showed that 97% of markets have a health and wellness programme in place; and 94.2% of the Company's canteens provide a healthy meal option for its employees. The 2016 health survey also showed that 53% of markets have programmes in place to provide training/coaching on managing stress at work.



Initiative

PepsiCo's global wellness strategy is designed to engage employees and their families in developing and sustaining healthy behaviors to improve their overall quality of life. Globally, 100% of locations with 50 or more employees that participate in the annual "Wellness Certification" process offer well-being programmes. These programmes vary by location and can include routine medical care at work sites; personal health assessments; education programmes on health, nutrition and exercise; programmes on smoking cessation, healthy pregnancy, stress and sleep management and disease management; on-site fitness centers; and organized programmes to encourage exercise and weight loss. The Company also offers an online "Healthy Living" Resource Centre where communications, sharing of information and best practices is facilitated on a global level. In the U.S.A., the Company offers: a diabetes programme managed by Livongo; a weight management programme, "Kurbo," focused on helping children maintain a healthy weight; and incentives to employees to participate in the

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“Wellness Screening” and “Wellness Questionnaire” programmes. Outside of the U.S.A., the Company has leveraged its “Employee Assistance Program” (EAP) to offer wellness resources such as health risk assessments, biometrics, stress management and tobacco cessation programmes.

Impact

In 2016, PepsiCo increased on-site health clinics in the U.S.A. (now totaling 46) and free wellness screenings, and introduced a computer pop-up, “Sit for 60, Move for 3,” aimed at encouraging employees to get up and move every hour. The Company also launched three global campaigns all aimed at targeting employees’ health and well-being: “RSMG!” (Ready, Step, Move, Give), a global step-based programme; Resilience; and Cancer Awareness. In the U.S.A., 474 locations participated in the “Wellness Screening” programme during which 31% of employees and 19% of spouses completed both the “Wellness Screening” and “Wellness Questionnaire”. Outside of the U.S.A., participation in the “Wellness Questionnaire” ranged from 40-80% depending on location; and 75-100% in the “Wellness Screenings,” again, depending on location.



Initiative

Unilever protects and promotes the health, nutrition and well-being of its employees so they can enjoy fit and healthy lives, both at work and at home. The Company aims to provide them with the tools to promote, maintain and enhance their health so they can maximize their fitness and improve their capacity to work safely and effectively. The Company’s global strategy for medical and occupational health has two core elements: health promotion and health protection. In 2014, Unilever developed a four-part global “Well-being Framework” that addresses physical, mental, emotional and purposeful well-being. The Company focuses on encouraging employees to change their behavior and sustain new habits to improve their health and well-being with programmes that promote exercise and movement, enhanced nutritional intake and raise awareness of mental health – building resilience and an understanding of how to measure pressure. The Company’s well-being strategy also includes creating a working environment that is supportive of employees’ personal lives, while meeting the needs of the business, offering flexible and “agile” working arrangements. Addressing occupational ill-health includes the prevention of work-related illness and occupational diseases; ergonomics in the workplace; and environmental health. “Lamplighter” is the Company’s worldwide programme for improving employee health and well-being. “Lamplighter” works to provide structure and guidance on how to develop strategic initiatives around physical and mental health so that each country

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business can provide benefits, programmes and resources to address the four modifiable risk factors – physical health, exercise, nutrition and mental resilience - in the most locally appropriate way. The Company has committed to ensure that “Lamplighter” is in place in all countries with 100 or more employees by 2020.

Impact

In 2016, Lamplighter covered 70 countries, reaching approximately 83,000 employees. Unilever has commissioned multi-year studies to evaluate the return on investment (ROI) of its health programmes. These analyses examined risk prevalence data across ten lifestyle-related risk factors from 2008 to 2016. They also examined programme participation, programme investment and median annual compensation. The aggregated results show that for every €1 spent on “Lamplighter” programmes, the Company saw a return of €2.57.

In 2015, Unilever launched new “Employee Assistance Programmes” for employees working in Belarus, Europe, the Middle East, North Africa, Russia and Turkey, complementing the programme already in place in the U.S.A. The Company also built and rolled out internationally its well-being workshop, “Thrive,” which is available to all employees. By the end of 2015, 17,000 employees had participated in the programme.