

Employee Health and Wellbeing

Health and Wellbeing is a key component of our Safety, Health and Environment strategy and our Sustainability Foundations. We aim to continuously develop and improve our culture of health and we have a strategic target (approved by the Senior Executive Team) for at least 80% of our sites to actively promote four “Essential Health Activities” by 2025. These are: physical activity, healthy eating and drinking, tobacco cessation and work place pressure (stress) management.



2017 Global Health & Wellbeing Programme Status

Percentage of sites & marketing companies offering programmes

Four Essential Health Activities

Physical Activity Opportunities

- On-site gym facilities and subsidised gym memberships
- Team sport opportunities
- Global employee walking challenges

Healthy Eating & Drinking

- Healthy eating options and nutrition guidance
- Participation in healthy food and drink campaigns raising awareness of diabetes, heart health, obesity and alcohol reduction

Stress/Pressure Management

- Stress management training
- Mental health support including mindfulness activities, massage, resilience training, and flexible working
- Participation in mental health campaigns

Tobacco Cessation

- A tobacco-free work place and support to quit smoking
- Campaigns for World No Tobacco Day, World Cancer Day and World Asthma Day
- Smoke free cars encouraged throughout sales fleet

	Physical Activity Opportunities	Healthy Eating & Drinking	Stress/Pressure Management	Tobacco Cessation
Global	94%	89%	83%	75%
Europe	95%	97%	92%	79%
Asia Pacific	92%	83%	92%	83%
North America	100%	93%	80%	93%
Latin America	100%	100%	50%	50%
Middle East & Africa	80%	60%	50%	30%

Other Health Activities

	Travel Health Promotion	Health Screening	Psychological Services	Annual Flu Vaccine	General Health Promotion
Global	82%	81%	62%	71%	86%
Europe	82%	87%	64%	82%	90%
Asia Pacific	83%	92%	58%	58%	83%
North America	80%	73%	93%	93%	93%
Latin America	83%	83%	17%	83%	83%
Middle East & Africa	80%	40%	40%	10%	70%