



DEMONSTRATING VALUE FROM YOUR HEALTH AND WELLBEING INVESTMENT



OUR FOCUS THIS AFTERNOON

1

THE CHALLENGE

It's clear that employee health risks affect business productivity

2

DRIVING WORKPLACE WELLNESS

Supporting a scalable model that delivers value

3

PUTTING THIS INTO PRACTICE

Case study from Saint Gobain UK & Ireland

Your presenters:

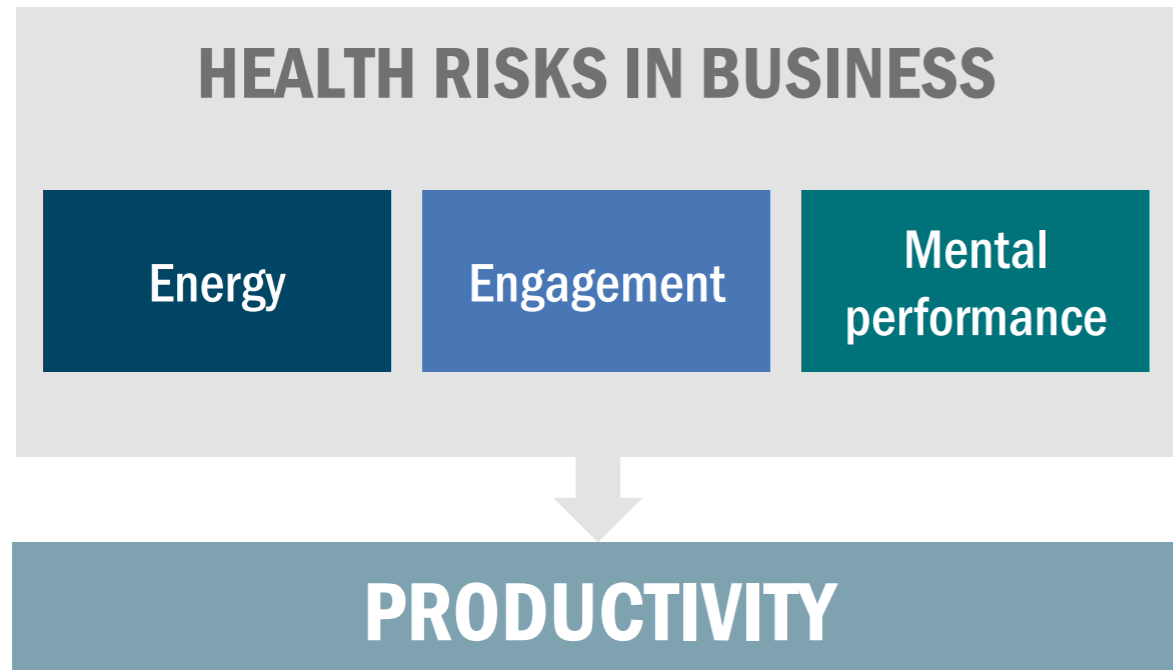
DR CHRIS TOMKINS

Chief Proactive Health Officer – AXA PPP healthcare

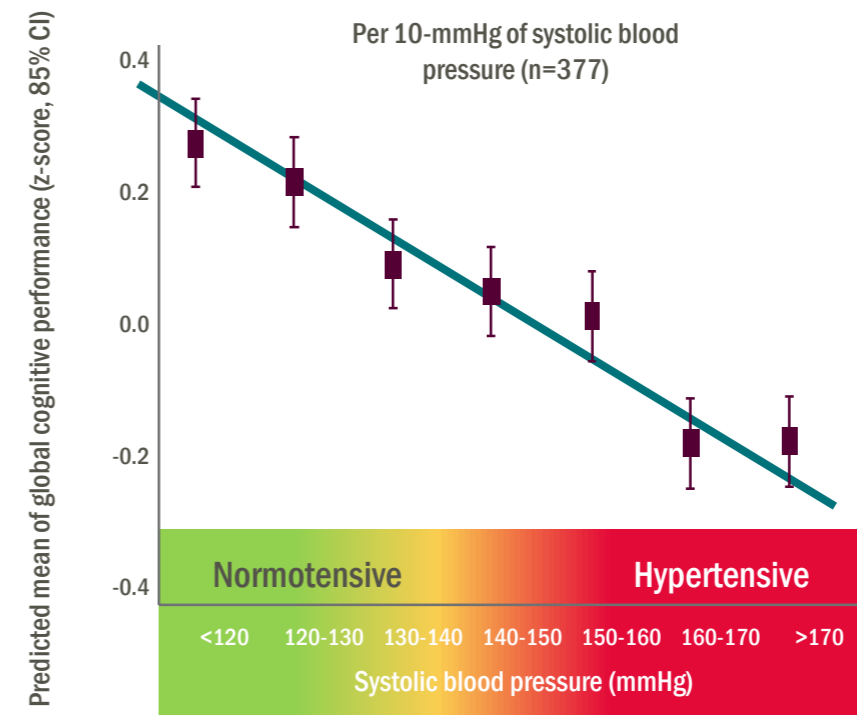
KEVIN CRAWLEY

Director of Environment, Health and Safety – Saint Gobain UK & Ireland

IT'S CLEAR THAT HEALTH RISKS AFFECT PRODUCTIVITY



Example: Blood pressure and cognitive performance



Knecht et al.,
Hypertensions 2008

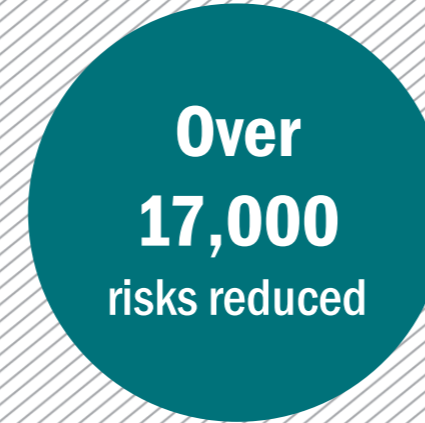
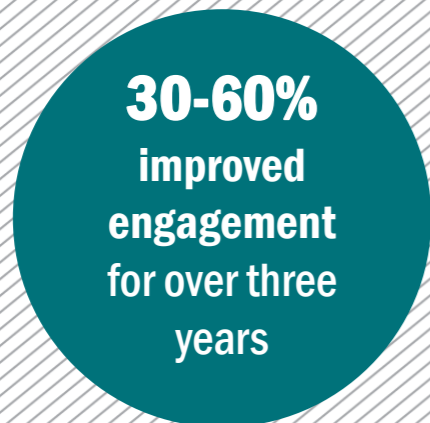
HOW TO DRIVE VALUE FROM YOUR HEALTH AND WELLBEING PROGRAMME



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HOW TO DRIVE VALUE FROM YOUR HEALTH AND WELLBEING PROGRAMME



Over £4 million
return on investment

OVERCOMING THE CHALLENGE OF ENGAGEMENT

Make it
worth
my time...

Make it
relevant to
me...

Make it
human...



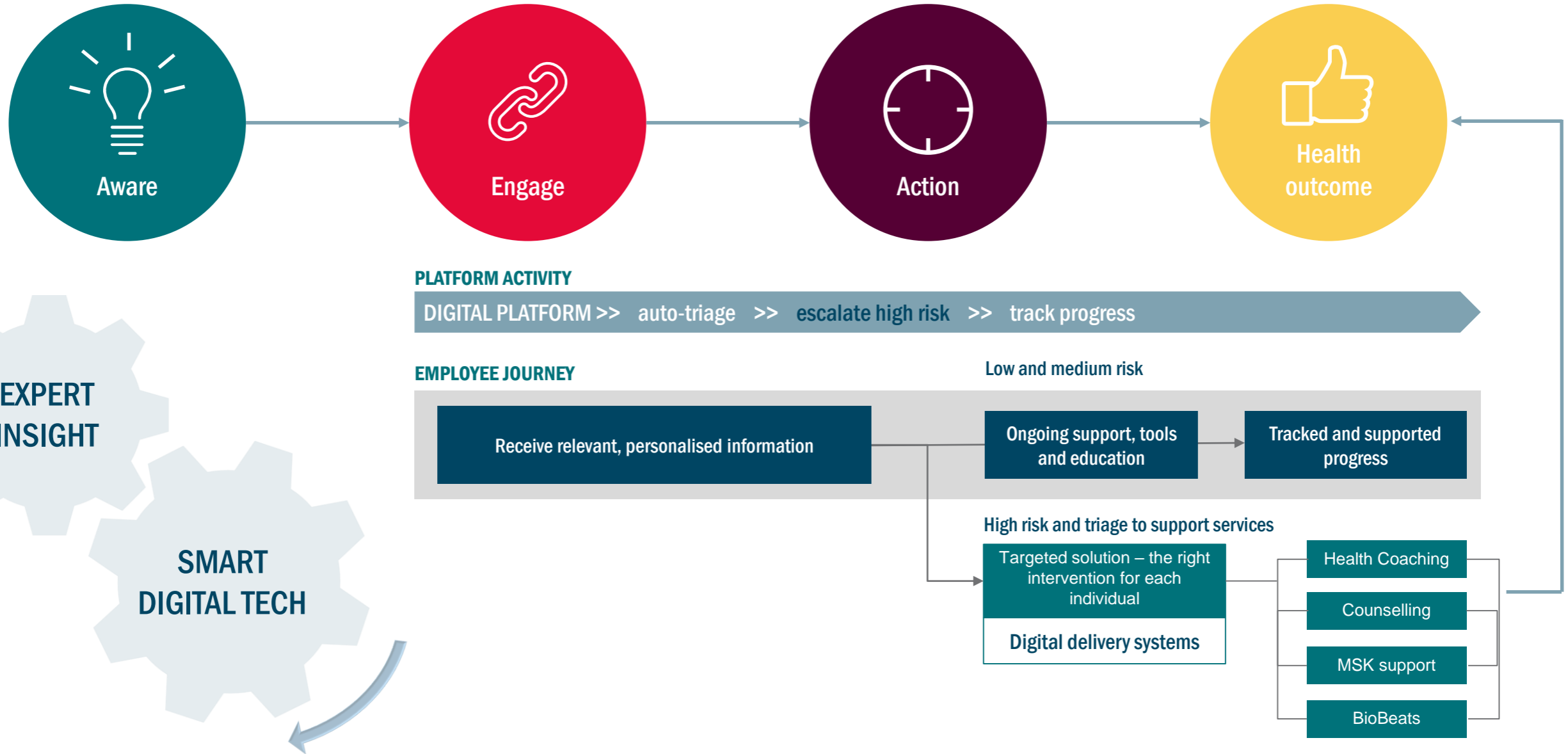
Health Risk Assessment

Depressing, demotivating, bad news...

AXA Health Age

Ah, that sounds interesting, what's mine?

ACHIEVING BETTER HEALTH OUTCOMES BY TARGETING INDIVIDUAL NEED





OUR AMBITION

567

873



COMING SOON...



**50,000
years
younger
together**

“Working with the nation’s most forward-thinking businesses, to inspire healthier lives”

Putting this into **PRACTICE**



KEY BUSINESS CHALLENGES



**Complexity and
scale**



Engagement



Value creation

KEY BUSINESS CHALLENGES

- 34 business units
- 17,500 employees
- Diverse, multi generational employee profile
- €4billion turnover
- 400,000 products
- Three operating sectors comprising of:
 - 80+ manufacturing plants
 - 1000+ distribution outlets
- Fragmented business offer
- Not intelligence led

Complexity and scale



KEY BUSINESS CHALLENGES

- Clarity of strategy and direction
- Engaging managers and directors
- Employee voice
- Trustworthy
- Branding



Engagement



KEY BUSINESS CHALLENGES

- Improved ROI
- Higher customer satisfaction
- Lower absence
- Productivity improvements
- War for talent
- Sustaining high performers
- Higher levels of motivation
- Enhanced organisational thinking
- Benefits linked to strategy



Value creation

MARKET AND ORGANISATIONAL TRENDS



**UK demography
and workforce**

**Older, sicker
workforce**

with more caring
responsibilities for
others



**Disease
trends**

**Rising tide of
lifestyle conditions**

leading to more
people living and
working with illness



**Nature of work
& employment**

**Organisational
culture, job design**

and working practices
playing an increasingly
important role



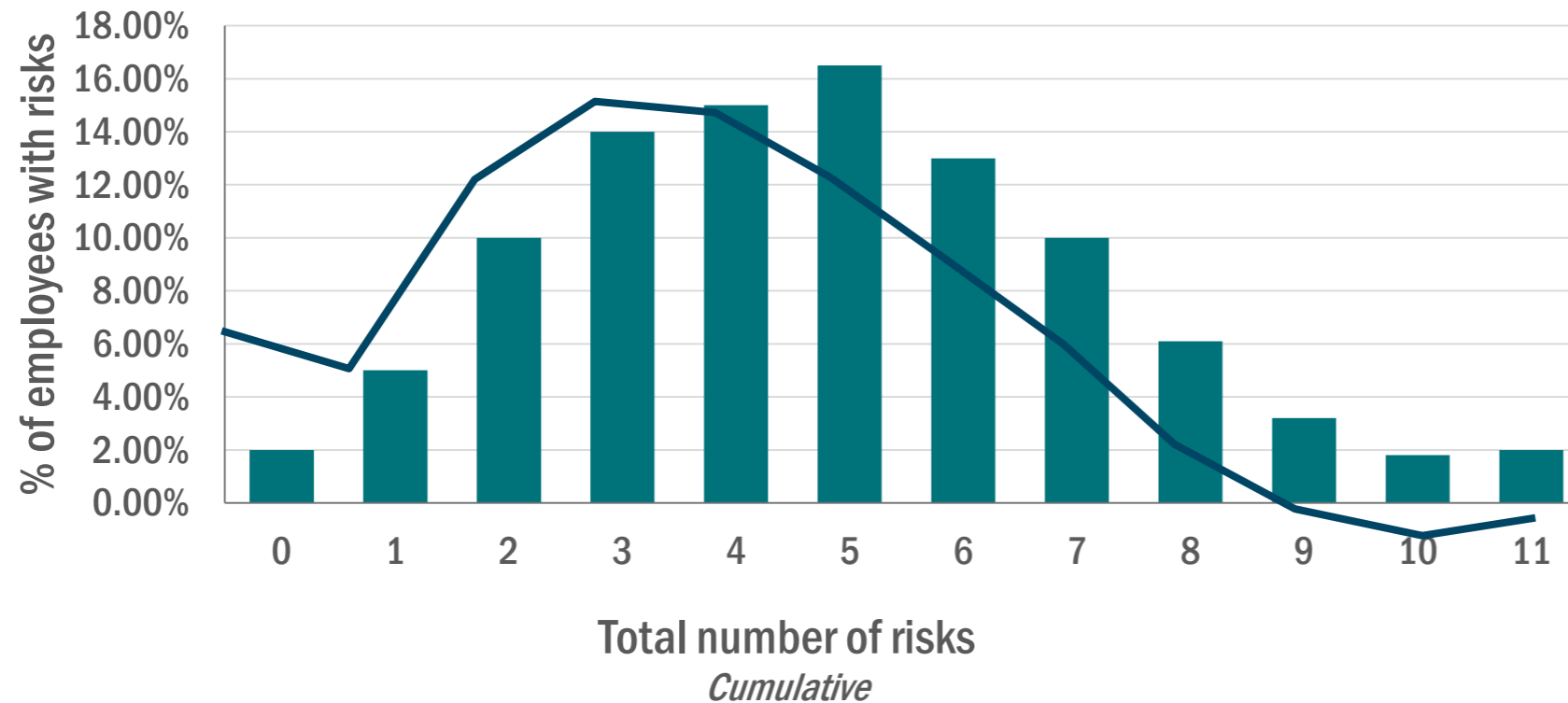
**Economic
outlook**

**Recent
Recession**

contributing to poor
employee health
and wellbeing

EMPLOYEE HEALTH RISKS - ABOVE THE INDUSTRY AVERAGE

Percentage of employees with health risks

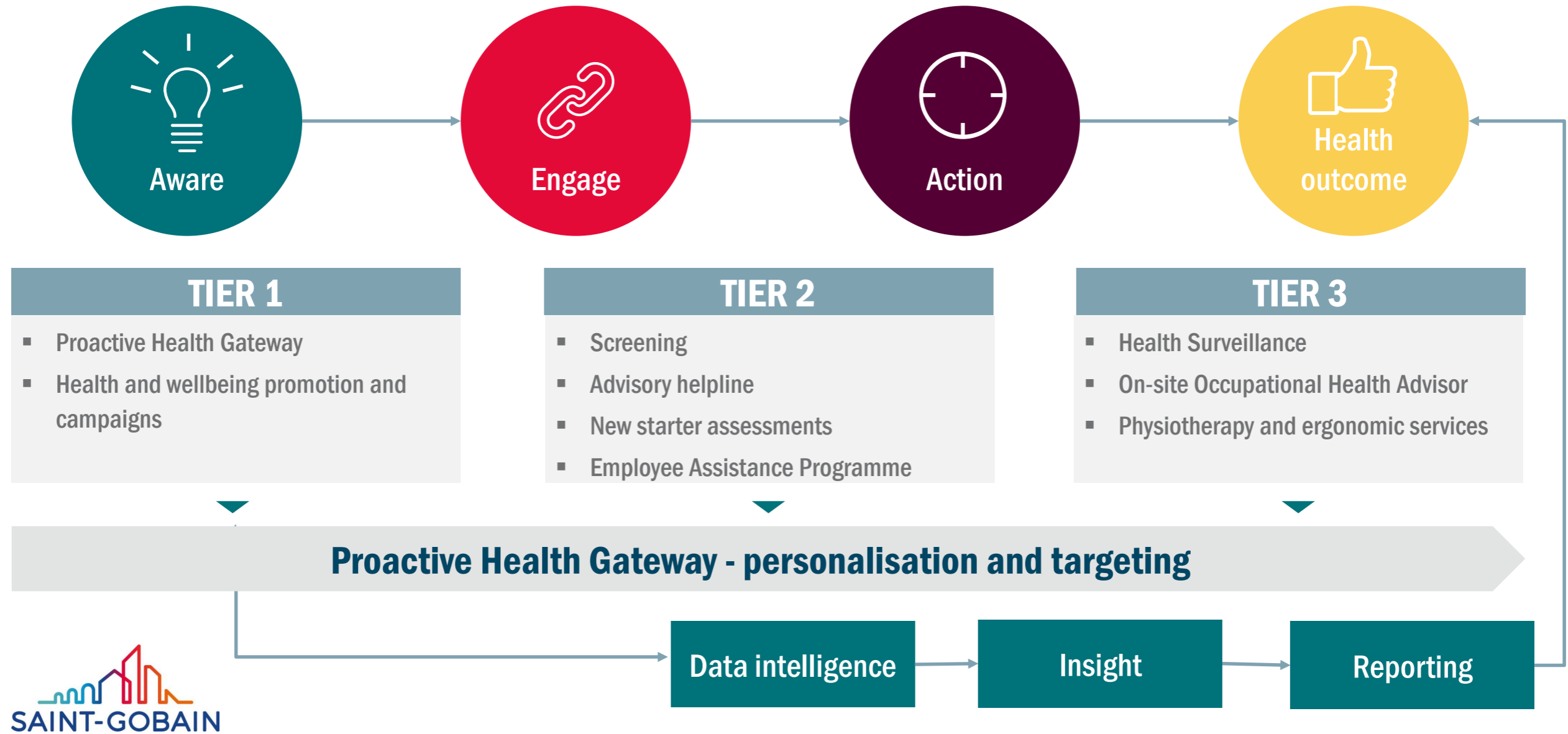


■ Saint-Gobain risks
— AXA PPP healthcare portfolio

Prevalent health risks

Psychological	15.1%
Diet quality	10.9%
Cardiovascular	11.1%

OUR SUCCESSFUL PROGRAMME





BETTER HEALTH OUTCOMES - A HEALTHIER, MORE PRODUCTIVE PLACE TO WORK

1442

years younger

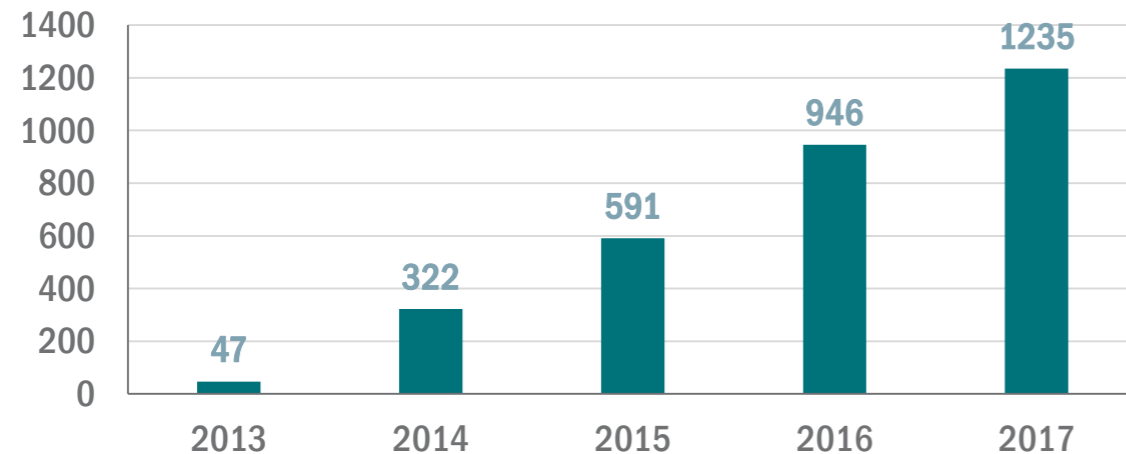


94%

employee health engagement score

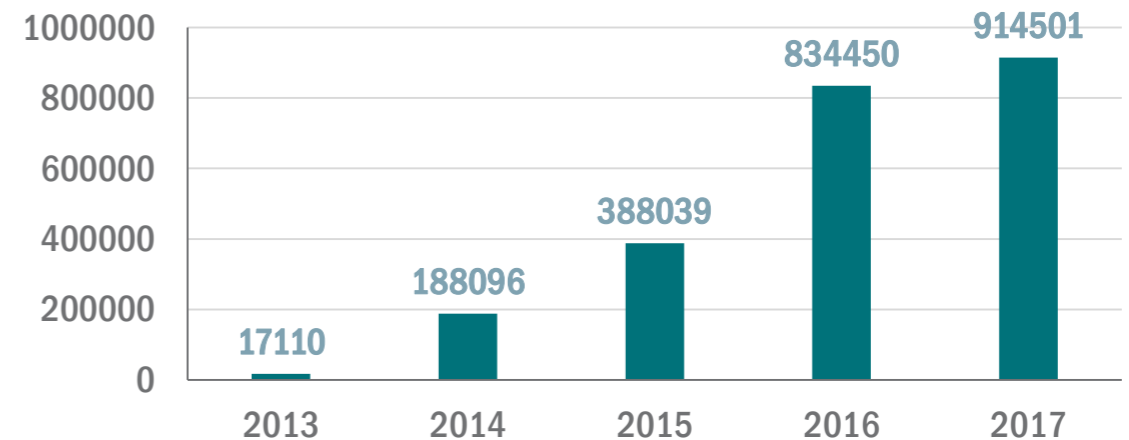
-1235 health risks

Health risks reduced



+ £914,501

£ value created





QUESTIONS?