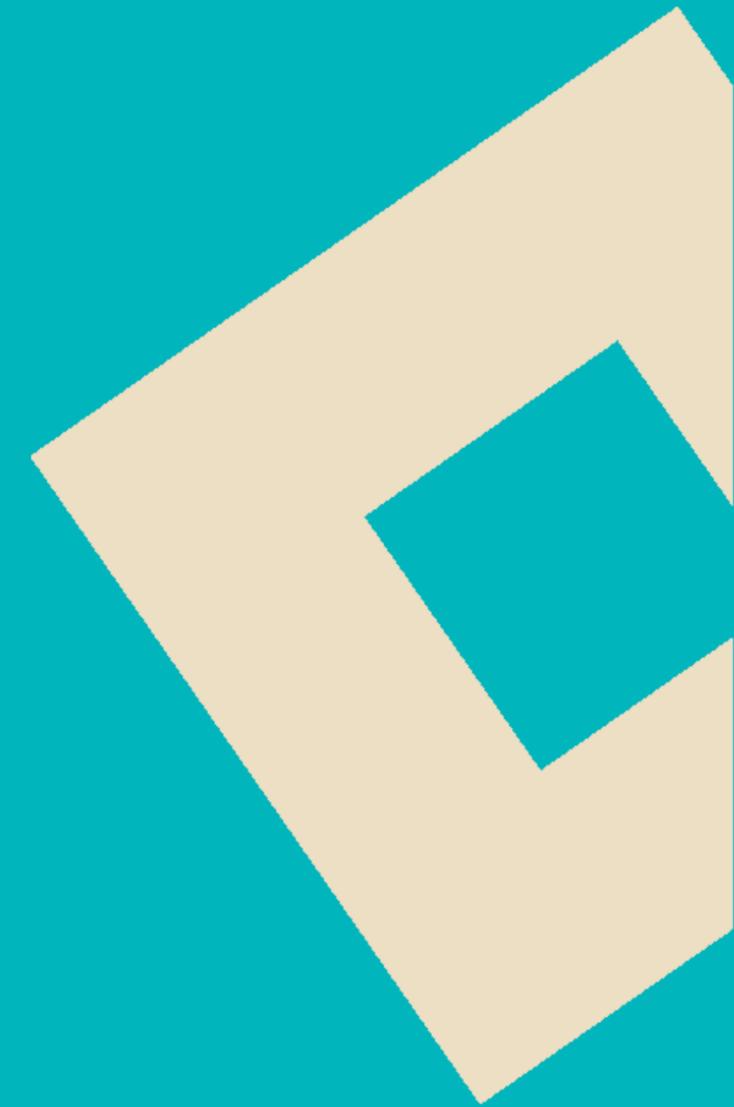




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wellics®

Wellics.
The link between employee
well-being and organizational
performance.





Employee Well-being Platform



Star clients Global presence



ESG

Environment – Climate change, Resource depletion, Waste and pollution, Sustainability

Society – Employee engagement and diversity, Human Rights, Community Relations, Customer satisfaction

Governance – Ethics, compliance, risk management, operating structures and practices

Well-being: Why the noise?



- ESG metrics (**traditional**) : Injury, disease, infirmity
- ESG metrics (**above & beyond**): Stress/despair, Community connection, subjective experiences

Financial & Non-Financial Business Metrics

The title is accompanied by several decorative elements: two thick teal curved lines, a yellow triangle outline, a solid yellow semi-circle, and a solid yellow quarter-circle.

Reduce operational Risk

Increased access to funding

Brand reputation – Customer loyalty

Innovation and longevity

Resource efficiency

Employee engagement

Strategic Imperative

Long-term Resilience

Competitive Advantage

Stakeholder Expectations

Embedded to the core of business operations



The S factor

Impact



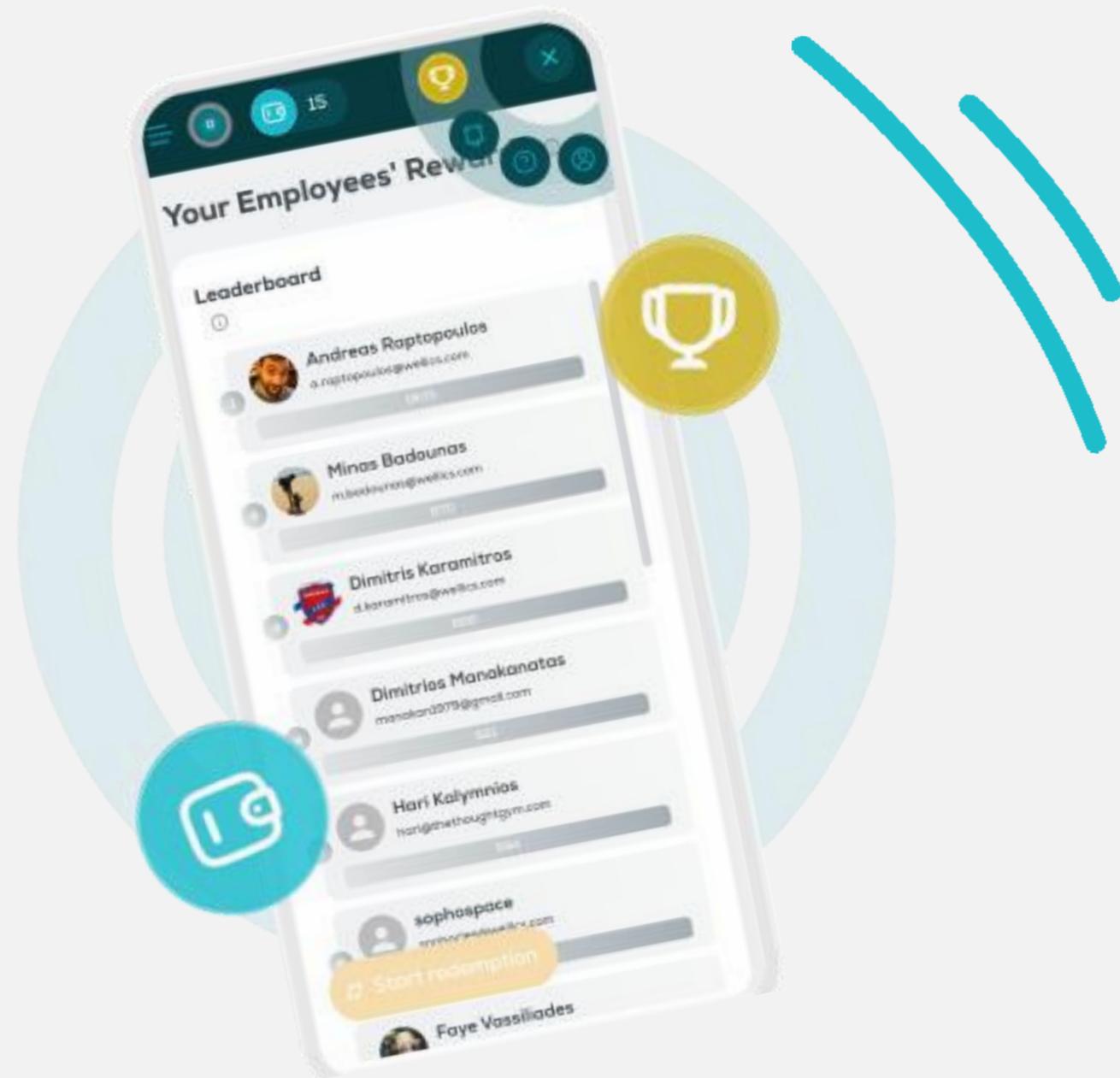
Responsibility

Employee Wellbeing

Post-pandemic shift

- Transformed the workplace
- Elevated employee health





Responsibility Shift

“Bottom-up” approach
Employees’ expectations VS
Leadership delivery
Hybrid work challenges

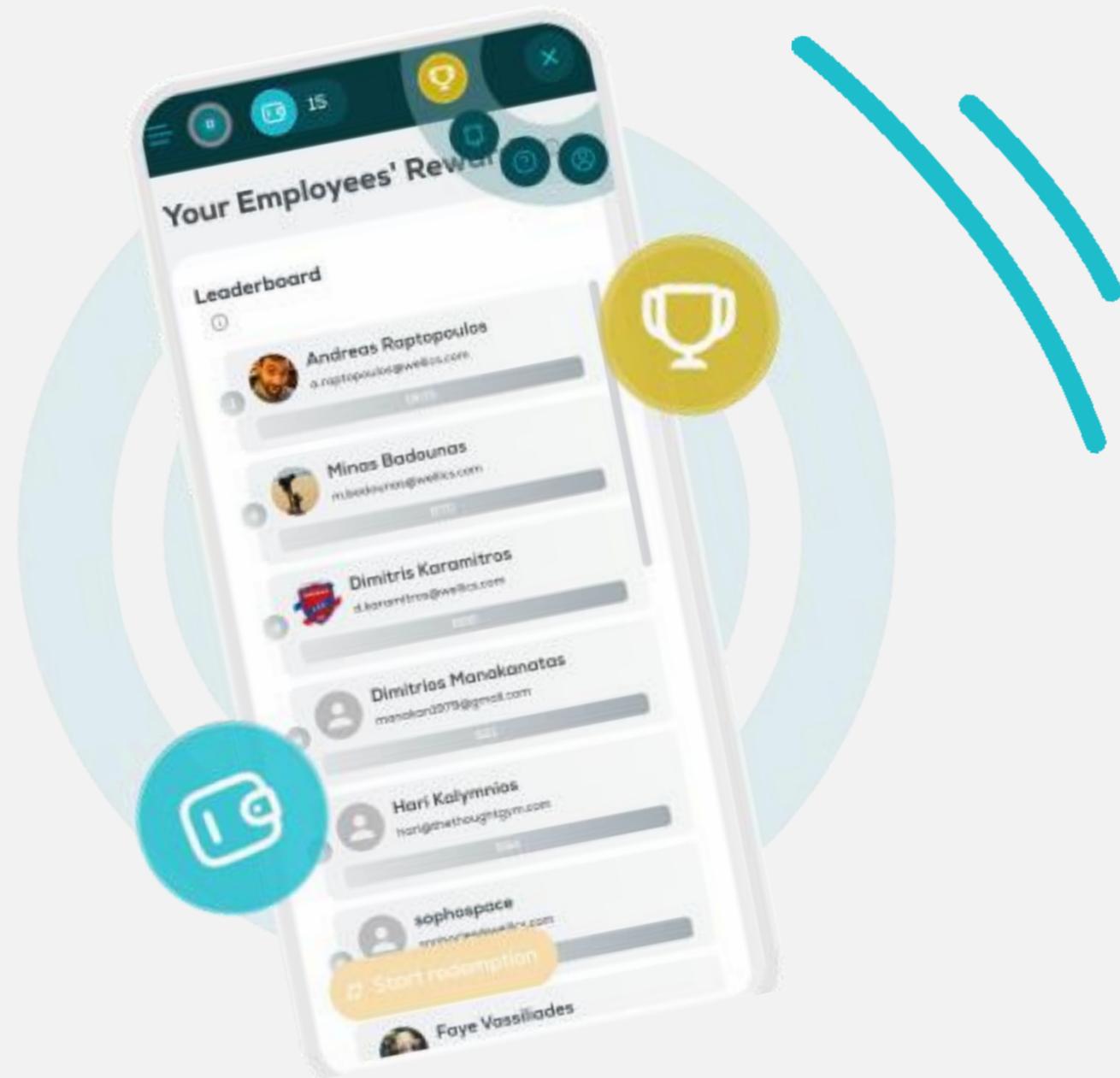


Mental health and performance

Increased stress and anxiety

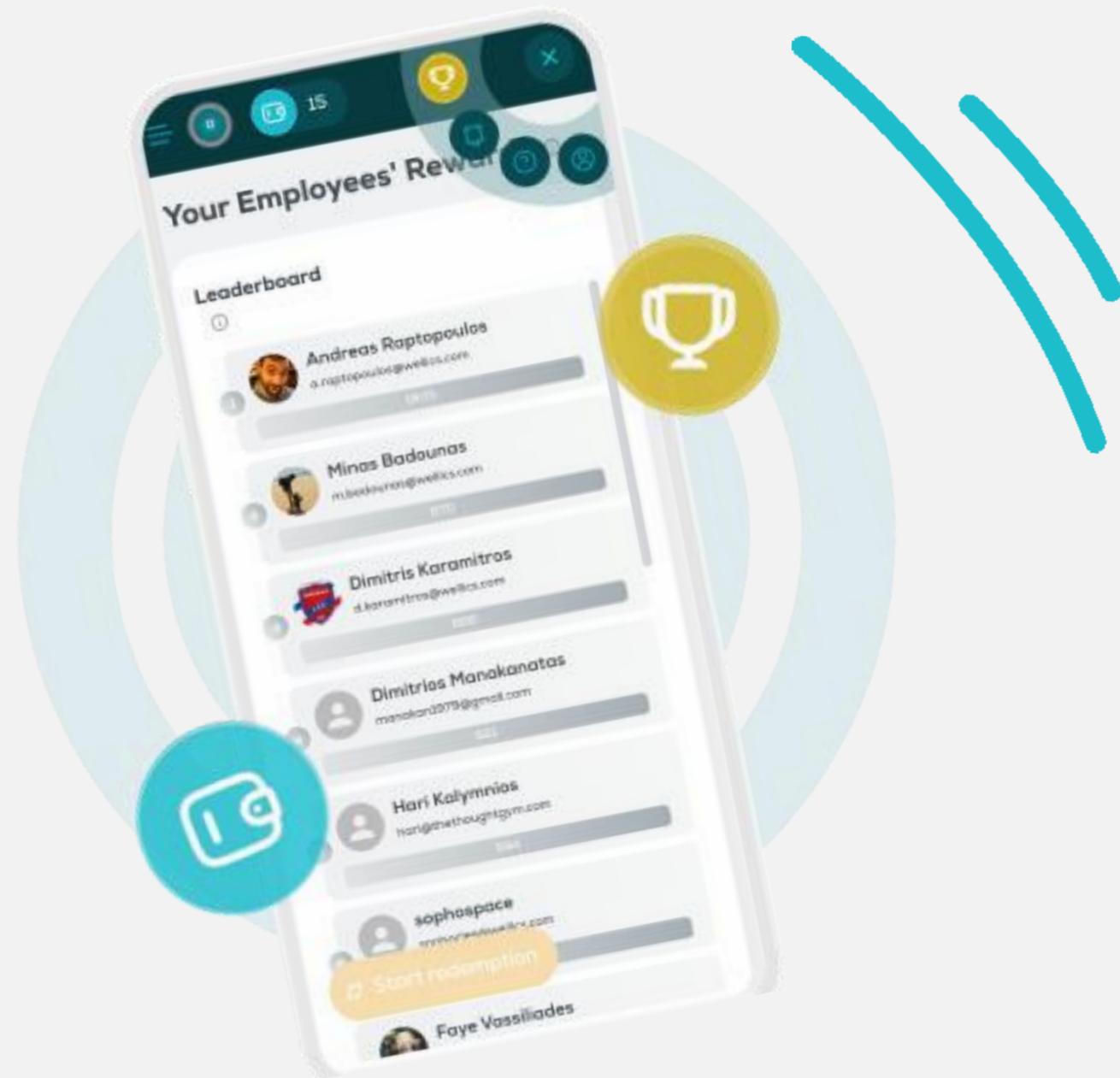
Impact on productivity

Support and resources



Diverse Impact

Disproportionate Effects
Minorities and Health Inequity
Tailored Support



Broader Implications

Strategic Priority

Culture and Engagement

Long-Term Vision

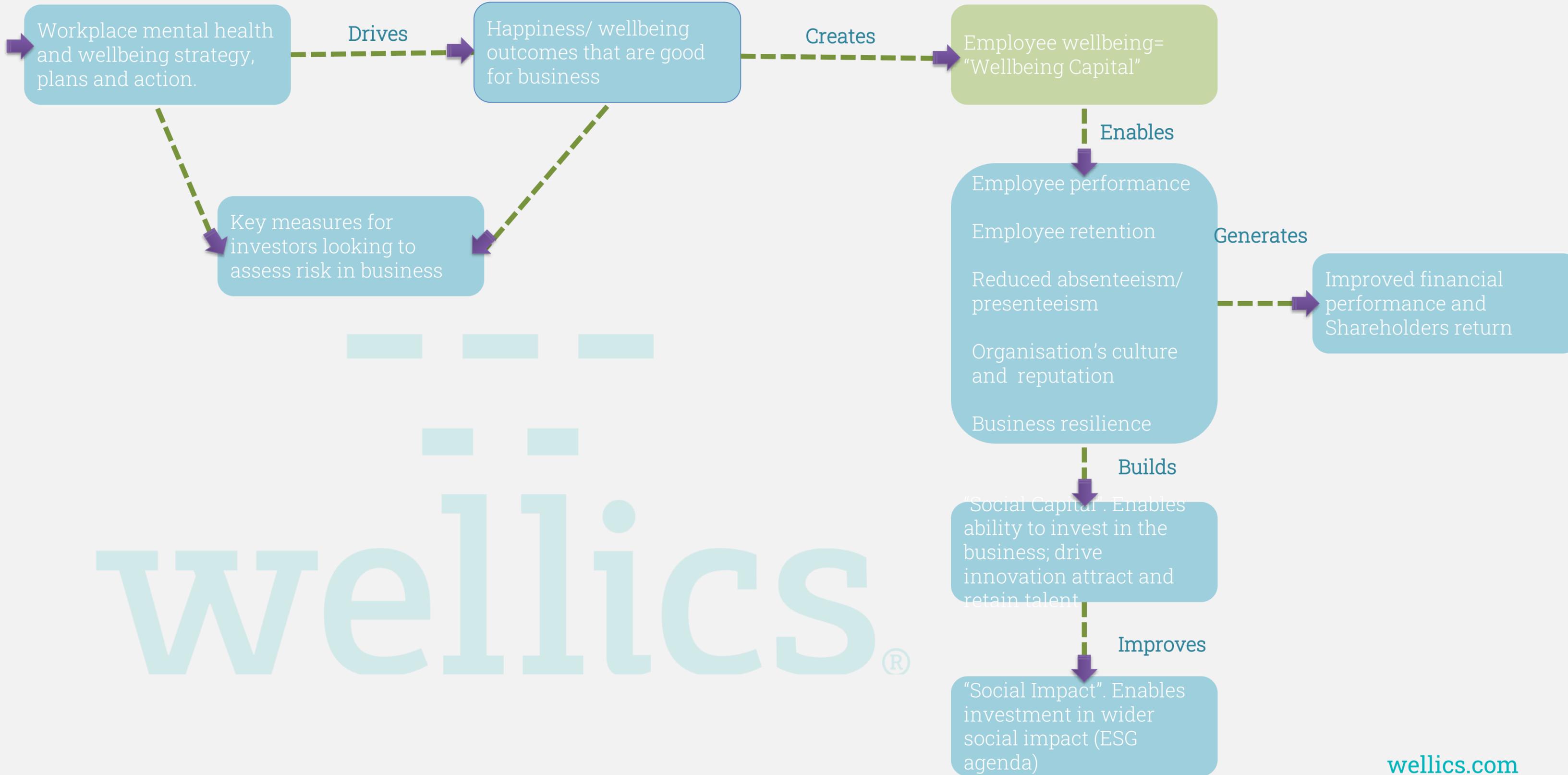
Operationalizing Wellbeing within ESG

Beyond Health & Safety

'S' in ESG

Practical Models



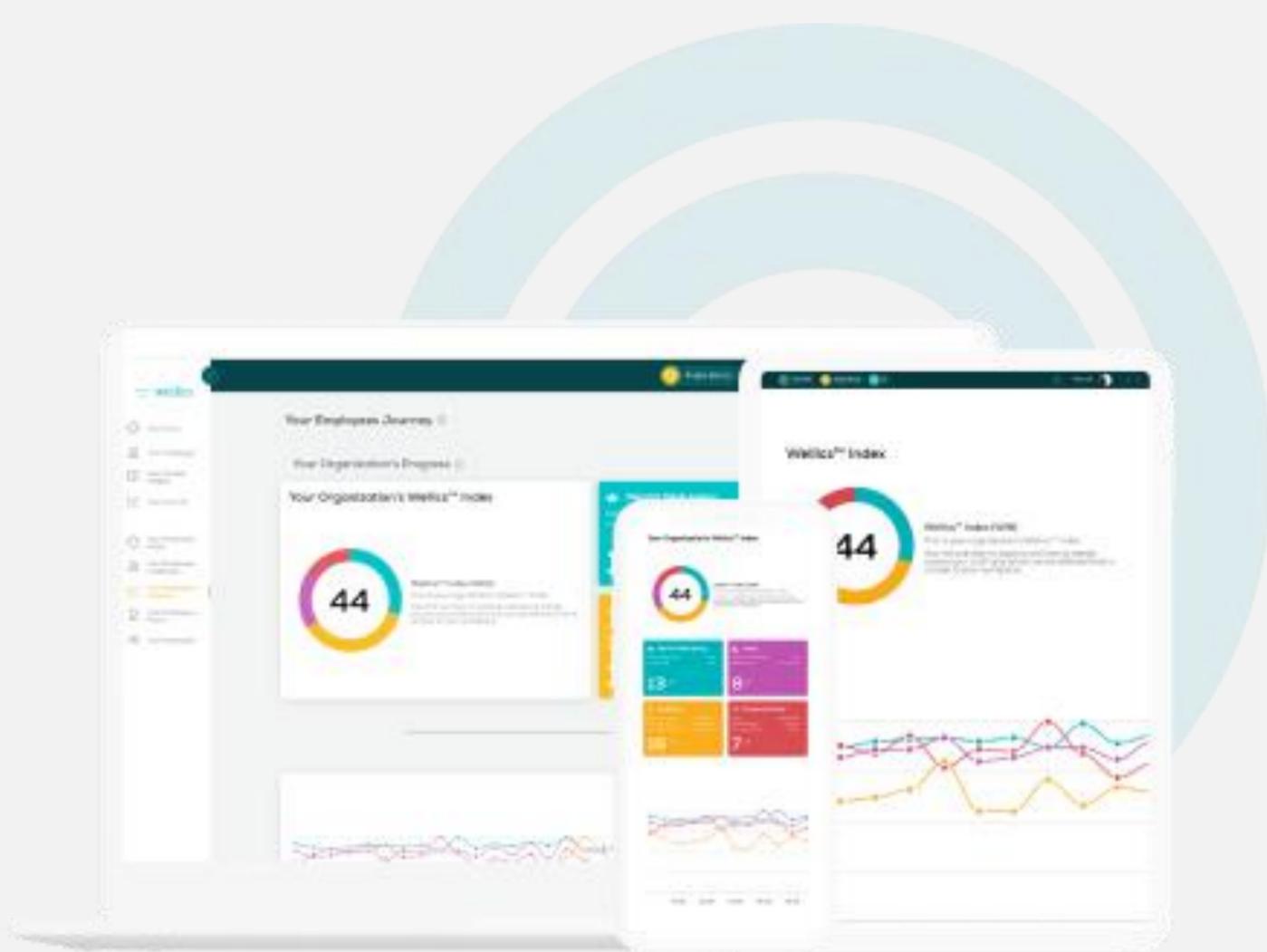


wellics®

Beyond Health & Safety

Expanding the Definition
Cultural Wellbeing
Sustainable Work Environment





'S' in ESG

Social Capital as a Foundation
Employee Engagement
Community Impact

Practical models

-
- Holistic Wellbeing Programs
 - Regular Assessments and Surveys
 - ESG Reporting on Wellbeing
 - Technology-Enabled Solutions (Wellics)
 - Partnerships and Collaborations
 - Feedback Loops
 - Training and Development



Employee wellbeing.

**From Return on Investment...
to Value on Investment**



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