

## Health and Wellness Programmes in the Work Place

### Title: HEALTHY DIET/NUTRITION PROMOTION IN THE WORKPLACE

#### External/Internal Deliverer:

Mainly internal. Other companies could use similar approach with either an internal or external provider.

**Company contribution:** Company arranges communication and activities. Costs depend on provider and number of activities/participation.

#### How it works/Methodology:

1. Create a plan of communication and activities that will inspire employees to eat a healthy diet
2. We provide a Nutrition e-learning module for Nestle employees, and it is an expectation that new employees complete this as part of their onboarding.
3. Improve the facilities/environment. For example; we have adequate fridge and bench space plus various utensils to promote employees preparing their lunch or bringing healthy options. Microwaves, toasters, sandwich presses are all available in good, clean condition. Filtered chilled water taps available. No vending machines are in the office (we are a city location with lunch options in walking distance). Herbal tea provided in addition to various coffee options.
4. "Lifting the Lid" sessions on our products nutritional information.
5. Insights into healthy eating/nutrition provided to employees at some meetings and "Lunch & Learn" sessions.
6. Catering to office usually contains balanced options.
7. A range of breakfast cereal options provided from early morning until 8:30am Mon-Fri for employees who either leave early to reduce traffic time, or those that are time poor and can start the work day with breakfast on-site, or for those that just love our cereals and oats!
8. Fruit boxes delivered to each staff kitchen (3 in total) on a Thursday morning.

**Uptake:** Several years ago, at the launch of the Nutrition training, employees completed training via e-learning modules. New employees complete as part on onboarding.

#### Implementation Issues resolved:

Base knowledge transfer – Provided to all employees regardless of their knowledge of nutrition

Showcasing employee daily actions to Nutrition – Staff Kitchen well equipped and employees observe, and on occasions admire, their colleagues' approaches to lunch and snack options.

**Direct/Indirect costs:** Varies on activities and participation.

**Benefits:** Our employees have good access to nutrition and healthy diet information. Higher employee engagement as they associate these activities with the company caring for their well-being.

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